

MERCED COUNTY 1995 OCCUPATIONAL OUTLOOK



Prepared by

**MERCED COUNTY PRIVATE INDUSTRY TRAINING DEPARTMENT
CUSTOMER SUPPORT AND INFORMATION UNIT**

**MERCED COUNTY
PRIVATE INDUSTRY COUNCIL**



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***WE ARE A TEAM OF
PUBLIC AND PRIVATE PROFESSIONALS
DEDICATED TO CREATING
A REWARDING AND PRODUCTIVE
ECONOMIC FUTURE FOR WORKERS AND BUSINESSES
IN OUR COMMUNITY***

**MERCED COUNTY
PRIVATE INDUSTRY TRAINING DEPARTMENT**

MERCED COUNTY 1995 OCCUPATIONAL OUTLOOK

*A Product of
Merced County Private Industry Council*

Sponsored by

The California Cooperative Occupational Information System
The California Employment Development Department
- Labor Market Information Division
California Occupational Information Coordinating Committee

In cooperation with

California Community Colleges
Department of Commerce
Department of Rehabilitation
Department of Social Services
State Employment Training Panel
State Department of Education
State Job Training Coordinating Council
Council for Private Postsecondary & Vocational Education



CCOIS Program Staff

Program Coordinator and Report by David Cramer
Data collection by Robert Squibb, Student Intern

For additional information, contact:
David Cramer

Merced County Private Industry Training Department
1020 West Main Street, Merced CA 95340
Office: (209) 385-7326 - Fax: (209) 722-3776

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This cooperative venture owes its accomplishment to the employment training partnership commitment of all segments of the local community including the Merced County Board of Supervisors, members of the Merced County Private Industry Council, Youth and Adult Employment Training Contractors, the educational community, and labor unions. We deeply appreciate their contribution in sharing information and knowledge of the local labor market.

We must also give credit to the many employers whose patient responses to the survey questions provided the foundation for the occupational summaries of this report.

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A special thanks to Willa Lampi, LMID Site Analyst, for making a complex program run smoothly for the sixth year in a row.

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INTRODUCTION

PROJECT OVERVIEW

The labor market information presented in this report is the product of a cooperative effort between the Labor Market Information Division (LMID) of the California Employment Development Department (EDD) and the Merced County Private Industry Council (PIC) as part of a state-wide project called the California Cooperative Occupational Information System (CCOIS). EDD in July 1986, initiated the California Cooperative Occupational Information System as the State/Local Labor Market Information Program. The CCOIS program researches 20 different occupations each year in participating areas throughout the state. This is the sixth year that Merced County has participated in the program. We have customized these yearly studies through local occupation selection to meet the needs of individual users.

PURPOSE

The goal of the CCOIS program is to promote the match between employers' demand for skills and the qualifications of the job seeker. The users of the report include the following: local public employment agencies, training providers, employers, schools, community colleges and adult/vocational education, and the Employment Training Panel. This information can be useful in curriculum planning, career counseling, job placement, and training program planning and administration. The Occupational Outlook serves as a primary source for current, local occupational information and local labor market trends.

We have gathered and analyzed the information in this report to be used by a variety of organizations and individuals for many different purposes. We list some possible uses below.

Career Decisions	Career counselors and job seekers can make informed occupational choices based on skills, abilities, interests, education, and personal needs. The localized information is easy to read and includes employer requirements and preferences, wages, labor demand, and sources of employment.
Program Planning	This report provides local planners and administrators with employment and training, as well as, occupation size and expected growth rates. Program planners can use this data to evaluate, improve, and eliminate programs, or to plan new programs.
Curriculum Design	Training providers can assess and update their curriculum based on current employer needs and projected trends, as indicated in this report.
Economic Development	Local government agencies and economic development organizations will find information on the labor pool, such as occupational size, expected growth rates, and wages, useful in determining the potential for business growth and development in our labor market area.
Program Marketing	Training providers can effectively market their programs by informing students, employers, and others that chances for job placement are much greater because their training programs are developed using reliable local occupational data.
Human Resources recruitment	Small business owners and large corporate human resource directors alike can use this report to help determine competitive wages and benefits, improve their methods, and assess the availability of qualified workers for business relocation or expansion purposes.

We intend this report to be used as a reference upon which to base these and many other decisions. To maximize the use of this information, please contact the labor market information analyst at the Private Industry Training Department at (209) 385-7326.

METHODOLOGY

The Labor Market Information Division of the State of California provided Merced County Private Industry Council with specific procedures and instructions on how to plan the collection of the survey and the analysis of the data. This section gives an outline of the methodology used for the completion of the Occupational Outlook Report.

Initial criteria for selection of the occupations for study were based upon an employment base and a projected number of job openings in the county. The state Labor Market Information Division formulated Occupational Forecast Tables that provided past, present, and future statistical information by occupation. This was used as a projected job growth rate indicator, and showed which occupations would require most replacements. From this information staff could determine which occupations would be favorable for study. A community meeting was held to decide final selection of occupations.

Preceding the selection of occupations, defining what an occupation entails was necessary. An occupation is the name or job title that identifies a specific number of tasks, or job description. The U.S. Department of Labor's, Bureau of Labor Statistics, uses a method for classifying all of the various job titles called the Occupational Employment Statistics (OES) classification system. This OES system is used all over the nation for tracking the trends in different occupations.

The following criteria were used in selection of this years' occupations for study:

- < At least 85 percent of the total occupations must be OES coded occupation. The remaining 15 percent could be non-OES defined occupations (e.g., have a modified Dictionary of Occupational Titles definition or defined locally).
- < Occupations should not be surveyed if we have surveyed them in the local area during the previous two years unless major changes have occurred for the occupation in the job market or training programs.
- < Occupations should constitute 0.1 percent of the average non-agricultural wage and salary employment (47 workers) in the survey area or 500 jobs, whichever is less.
- < Generally, at least thirty firms employing the occupation should be available to survey in order to achieve a valid sample and to meet a "workload level" for each occupation.
- < In addition to the above criteria, it is suggested participants at the community meeting chose occupations that:
 - require training for job entry;
 - provide a mixture of clerical, blue collar, technical, and professional worker occupations;
 - meet the needs of local employment and training agencies, planners, and economic development organizations; and
 - require 1 employer to respond to no more than 3 questionnaires.

The state LMID staff developed the basic frame work of questions to be in the survey. In addition to the state's criteria for questionnaire format, the PIC staff added locally developed questions. These local questions reflect the private sector's interests and questions concerning job skills. We developed separate questionnaires for each of the surveyed occupations. Although a basic framework was used, we asked some questions on all the surveys, and we only asked some to specific occupations.

After the questionnaires were formatted, and occupations selected, the state LMID staff chose a representative sample of employers in the county that pertained to each individual occupation. One consideration was to identify the occupation by the industry they related to, or by the economic activity they engage in and to draw a representative sample from the various related SICs. Industries are classified by the Standard Industrial Classification (SIC) Manual, and every occupation is linked to one of nine major industry groups. The sample was prepared from EDD data bases, and then reviewed by both LMID and local staff to arrive at a minimum number of employers per occupation. Included in the sample were the employer's address, estimated total employment, estimated employment in the occupation and the SIC codes for each employer.

METHODOLOGY (Cont.)

The local staff began contacting the employers in the sample to conduct the survey. We eliminated some employers from the sample due to the firm no longer being in business or if the firm did not employ the occupation being surveyed. We initially asked that employers verify the company name and address. We then asked employers if they had the time to complete the questionnaire over the phone. If the employer responded negatively, then we asked them if there would be a better time to contact them. We mailed some questionnaires to employers who did not have the time to answer the questionnaire over the telephone. We made follow-up calls to employers who did not return the mailed questionnaires and we asked that they return them.

All surveys were monitored and reviewed by the Program Coordinator, and if accuracy or completeness were at question, we would make a follow-up call to the employer.

Besides employers, intermediaries such as training schools, employment agencies, junior colleges, unions, trade associations and licensing departments were contacted to obtain more information on the specific occupations.

The local staff entered the responses obtained on the surveys into a computer data base. We sent the data to LMID where it was tabulated from raw data into a statistical format. They returned the tabulated data, so that the written analysis could begin.

This report contains twenty survey occupations. Each occupational summary provided information on the supply and demand of the occupation in Merced County. The data includes the size of the occupation, employment trends, skills needed for entry into the occupation, and experience and training needed. All specific employer information is and will remain confidential. Both the state LMID representative and the local staff reviewed all analyses for accuracy.

DEFINITIONS

In the Occupational Summaries, terms and scales are used throughout to describe the particular occupation on parameters that are relevant to the users. Understanding of these terms and scales will enable users of the report to have a more accurate picture of the labor market characteristics presented in these occupational summaries.

Titles and Definitions of Occupation

The CCOIS Program uses definitions from two federal classification systems, the Dictionary of Occupational Titles (DOT), and the Occupational Employment Statistics (OES).

The Dictionary of Occupational Titles (DOT) Classification System

The DOT system is the most complex, precise, and widely accepted classification system for defining occupations. It provides considerable descriptive data regarding occupational requirements, work conditions, and training. A complete description of the data, codes and their meanings are found in the appendix of the Dictionary of Occupational Titles, Revised Fourth Edition.

The Occupational Employment Statistics (OES) Classification System

The federal OES classification system, a much broader classification system than the DOT system, is used by all states to collect information from employers on the distribution of occupations by industry.

The OES system organizes all occupations in divisions based on occupational groupings. The seven primary divisions are:

- < **Managers and Administrative Occupations**
OES Codes: 100000 - 199990
- < **Professional, Paraprofessional, and Technical Occupations**
OES Codes: 200000 - 399990
- < **Sales and Related Occupations**
OES Codes: 400000 - 499990
- < **Clerical and Administrative Support Occupations**
OES Codes: 500000 - 599990
- < **Service Occupations**
OES Codes: 600000 - 699990
- < **Agricultural, Forestry, Fishing, and Related Occupations**
OES Codes: 700000 - 799990
- < **Production, Construction, Operating, Maintenance and Material Handling Occupations**
OES Codes: 800000 - 989990

Size of Occupation

The size of the individual occupation is based on percentages of the 1992 annual average non-agricultural wage and salary of all industries in Merced County (46,750). The occupation size in Merced County is measured as follows:

Small (.15% and below)	--	employment of less than 71 in the county
Medium (.16% to .30%)	--	employment of 71 to 140 in the county
Large (.31% to .65%)	--	employment 141 to 304 in the county
Very Large (.66% and above)	--	employment of more than 304 in the county

Employment Trends

The employment trends are for a projected 7 year period into the future (1992-1998). The projected job growth rate for Merced County is 6.0% during this period. One of the following terms is used to describe each occupation's expected job growth rate for the outlook period:

Much faster than average	--	Greater than 8.9% job growth from 1992 - 1998
Faster than average	--	6.6% to 8.9% job growth from 1992 - 1998
Average	--	5.5% to 6.5% job growth from 1992 - 1998
Slower than average	--	less than 5.5% job growth from 1992 - 1998

DEFINITIONS

Wages and Fringe Benefits

This section gives wage information - salary range and median - for each occupation based on employer surveys. Wage data categories have standard definitions, enabling salary comparisons across occupations. The wage range represents the lowest to highest salaries reported by surveyed employers. The median represents the midpoint of the range of wages reported. Surveyed employers were asked to refer to the definitions below when reporting wages:

New hires, no experience	--	Wages of a person trained but with no paid experience in the occupation;
New hires, with experience	--	A starting wage paid to journey-level or experienced persons just starting at the firm;
Experienced, after 3 years	--	Wages generally paid to persons with three years of journey-level . . . experience at the firm.

We give fringe benefits as a percentage reflecting the number of surveyed employers offering each benefit to full-time and part-time employees.

Training, Experience, and Other Requirements

To describe the number of employers who prefer or require specific levels of training, work experience, or other requirements, terms are used to represent the quantity of employers surveyed. We describe the number of employers' responses by the following terms:

Most Employers	--	This reflects more than 50% of the survey respondents
Many Employers	--	This reflects 36% to 50% of the survey respondents
Some Employers	--	This reflects 10% to 35% of the survey respondents
Few Employers	--	This reflects less than 10% of the survey respondents

Supply and Demand Assessment

This section refers to the difficulty employers have in finding qualified applicants for entry into jobs requiring experienced and inexperienced workers. The terms used for this section of the study are as follows:

Very Difficult	--	Demand is considerably greater than the supply of qualified applicants. Employers often cannot find qualified applicants when an opening exists.
Somewhat Difficult	--	Demand is somewhat greater than the supply of qualified applicants. Employers may have some difficulty finding qualified applicants at times.
A Little Difficult	--	Supply is somewhat greater than demand for qualified applicants, and applicants may experience competition in job seeking.
Not Difficult	--	Supply of qualified applicants is considerably greater than demand, creating a very competitive job market for applicants.

Other Information

This section includes the percentage of male and female workers in the occupation, and promotional opportunities for the worker in the occupation.

HIGHLIGHTS OF LABOR MARKET STUDY

OCCUPATION	SIZE OF OCCUPATION	EMPLOYMENT TREND (1992-1998 Growth Rate)	SUPPLY/DEMAND ASSESSMENT New Hire, Inexperienced New Hire, Experienced	MEDIAN HOURLY WAGE (Non-Union) New Hire, No Exp. New Hire, W/Exp. 3+ Years W/Firm	BENEFITS Full-time Employees
Assemblers and Fabricators Except Machine, Electrical, Electronic, and Precision	636 Very Large	9.5% Much faster than average	Inexp: Not Dif. Exp: Not Dif.	\$ 5.00 \$ 5.63 \$ 7.70	MV
Billing, Cost, And Rate Clerks	125 Medium	0.8% Slower than average	Inexp: Not Dif. Exp: Not Dif.	\$ 6.00 \$ 7.00 \$ 8.65	MDLSVR
Chemical Plant and System Operators	200 Large	3.6% Slower than average	Inexp: Somewhat Dif. Exp: Somewhat Dif..	\$ 8.50 \$ 8.00 \$12.00	MDELSVR
Dental Assistants	88 Medium	8.6% Faster than average	Inexp: Not Dif. Exp: Somewhat Dif.	\$ 6.83 \$ 8.00 \$ 9.69	MDSVR
Employment Interviewers - Private or Public Employment Services	210 Large	9.9% Much faster than average	Inexp: Somewhat Dif. Exp: Somewhat Dif.	\$ 8.00 \$ 8.89 \$11.54	MDSVR
First Line Supervisors/Managers of Mechanics, Installers, and Repairers	248 Large	3.8% Slower than average	Inexp: Not Dif. Exp: Somewhat Dif.	\$11.53 \$11.41 \$14.13	MDLSVR
First Line Supervisors and Managers/Supervisors of Production and Operating Workers	296 Large	5.7% Average	Inexp: Not Dif. Exp: Somewhat Dif.	\$ 8.52 \$10.25 \$12.73	MDSVR
General Managers and Top Executives	1,235 Very Large	4.6% Slower than average	Inexp: Somewhat Dif. Exp: Very Dif.	\$ NA \$ 7.69 \$ 10.58	MDLSVR
Kindergarten Teachers	259 Large	7.9% Faster than average	Inexp: Not Dif. Exp: Not Dif.	\$12.27 \$14.23 \$16.00	MDESR
Meat, Poultry, and Fish Cutters and Trimmers - Hand	448 Very Large	6.9% Faster than average	Inexp: Not Dif. Exp: Somewhat Dif.	\$ 4.75 \$ 6.00 \$ 8.88	MSVR
SIZE of Occupation Small = employment of less than 71 Medium = employment of 71 to 140 Large = employment of 141 to 304 Very Large = employment of more than 304		EMPLOYMENT TRENDS Much Faster than average = Greater than 8.9% growth Faster than average = 6.6% to 8.9% growth Average = 5.5% to 6.5% growth Slower than average = less than 5.5% growth	SUPPLY/DEMAND ASSESSMENTS Very Difficult = Demand considerably greater than supply Somewhat Difficult = demand is greater than supply Little Difficulty = supply is greater than demand No Difficulty = supply is considerably greater than demand	BENEFITS (Provided by 50% or more emp.) V= Paid Vacation R= Retire Plan Insurance D= Dental Ins. L= Life Ins S= Paid Sick Leave M= Medical E= Vision Ins.	

HIGHLIGHTS OF LABOR MARKET STUDY

OCCUPATION	SIZE OF OCCUPATION	EMPLOYMENT TREND (1992-1998 Growth Rate)	SUPPLY/DEMAND ASSESSMENT New Hire, Inexperienced New Hire, Experienced	MEDIAN HOURLY WAGE New Hire, No Exp. New Hire, W/Exp. 3+ Years W/Firm	BENEFITS Full-time Employees Part-time Employees
Personnel, Training, and Labor Relations Managers	56 Small	3.7% Slower than average	Inexp: Not Dif. Exp: Somewhat Dif.	\$ 9.61 \$11.53 \$14.66	MDLSVR
Preschool Teachers	259 Large	7.9% Faster than average	Inexp: Not Dif. Exp: Somewhat Dif.	\$ 5.05 \$ 6.00 \$ 8.35	MDESVR
Social Workers Except Medical and Psychiatric	165 Large	6.5% Average	Inexp: Not Dif. Exp: Somewhat Dif.	\$ 7.35 \$ 8.27 \$ 9.69	MDELSVR
Social Workers Medical and Psychiatric	191 Large	5.5% Average	Inexp: Somewhat Dif. Exp: Very Dif.	\$14.42 \$15.21 \$16.50	MDELSVR
Stock Clerks Sales Floor	450 Very Large	4.9% Slower than average	Inexp: Not Dif. Exp: Somewhat Dif.	\$ 4.65 \$ 5.25 \$ 6.50	MDELSVR
Teachers Elementary School	1,190 Very Large	7.3% Faster than average	Inexp: Not Dif. Exp: Somewhat Dif.	\$13.24 \$14.71 \$16.46	MDESR
Traffic, Shipping, and Receiving Clerks	331 Very Large	3.1% Slower than average	Inexp: A little Dif. Exp: Somewhat Dif.	\$ 5.00 \$ 6.00 \$ 8.00	MDLSVR
Truck Drivers Heavy or Tractor Trailer	998 Very Large	8.8% Faster than average	Inexp: A little Dif. Exp: Somewhat Dif.	\$ 8.88 \$ 9.00 \$11.69	MDELSVR
Truck Drivers Light - Including Delivery and Route Workers	574 Very Large	7.7% Faster than average	Inexp: A little Dif. Exp: Somewhat Dif.	\$ 5.90 \$ 6.72 \$ 8.00	MDLSVR
Welders and Cutters	198 Large	11.9% Much faster than average	Inexp: Somewhat Dif. Exp: Very Dif.	\$ 5.50 \$ 7.00 \$10.00	MV
SIZE of Occupation Small = employment of less than 71 Medium = employment of 71 to 140 Large = employment of 141 to 304 Very Large = employment of more than 304		EMPLOYMENT TRENDS Much Faster than average = Greater than 8.9% growth Faster than average = 6.6% to 8.9% growth Average = 5.5% to 6.5% growth Slower than average = less than 5.5% growth	SUPPLY/DEMAND ASSESSMENTS Very Difficulty = Demand considerably greater than supply Somewhat Difficult = demand is greater than supply Little Difficulty = supply is greater than demand No Difficulty = supply is considerably greater than demand	BENEFITS (Provided by 50% or more emp.) V= Paid Vacation R= Retire Plan Insurance D= Dental Ins. L= Life Ins. S= Paid Sick Leave M= Medical E= Vision Ins.	

BASIC JOB SKILLS SUMMARY

We asked that employers rate up to six basic skills as to their importance for job entry. The basic skills that they rated are: oral communication skills, ability to do basic math, ability to read and follow instructions, ability to write legibly, willingness to work with close supervision, and ability to work independently. A "0" rating is "not important", while a "3" rating is "very important".

The average ratings for all employers in each occupation are shown below. Reading the chart rows (from left to right) will show the importance of all basic skills for one occupation. Reading the chart columns (from top to bottom) will show the importance of one skill to all surveyed occupations. Not all job skills were asked for every occupation; no entry in the table indicates we did not ask the job skill for that occupation.

Occupation	Oral communication skills	Perform basic math computations	Read and follow instructions	Write legibly	Work with close supervision	Work independently
Assemblers and Fabricators - Except Machine, Electrical, Electronic, and Precision	--	1.9	--	1.7	2.3	2.5
Billing, Cost, and Rate Clerks	2.7	2.4	3.0	2.7	2.5	2.8
Chemical Plant and System Operators	2.2	2.0	2.6	2.2	1.9	2.9
Dental Assistants	2.9	1.4	2.8	2.8	2.8	2.9
Employment Interviewers Private and Public Employment Services	3.0	2.0	3.0	2.7	2.5	3.0
First Line Supervisors/Managers of Mechanics, Installers, and Repairers	2.9	2.7	2.9	2.5	2.7	2.9
First Line Supervisors and Managers/Supervisors of Production and Operating Workers	2.9	2.7	2.9	2.3	--	2.9
General Managers and Top Executives	2.9	--	--	--	--	--
Kindergarten Teachers	--	2.7	3.0	3.0	2.8	3.0
Meat, Poultry, and Fish Cutters and Trimmers - Hand	2.7	2.2	2.6	2.5	2.6	2.6
Personnel, Training, and Labor Relations Managers	2.9	--	--	--	--	2.9
Preschool Teachers	--	2.2	--	2.8	2.7	2.7
Social Workers - Except Medical and Psychiatric	2.9	2.1	3.0	2.8	2.4	2.8
Social Workers - Medical and Psychiatric	3.0	2.3	3.0	2.8	2.7	3.0
Stock Clerks, Sales Floor	2.8	2.2	2.7	2.3	2.5	2.8
Teachers, Elementary School	--	--	3.0	3.0	2.8	3.0
Traffic, Shipping, and Receiving Clerks	2.4	2.5	2.9	2.6	2.3	2.9
Truck Drivers, Heavy or Tractor Trailer	2.6	2.3	2.9	2.4	--	2.9
Truck Drivers, Light - Including Delivery and Route Drivers	2.6	2.4	2.8	2.3	--	2.8
Welders and Cutters	2.3	2.3	2.7	2.1	2.4	2.9

OCCUPATIONAL SUMMARIES

INTRODUCTION TO OCCUPATIONAL SUMMARIES

The occupational summaries in this report are in a standard format, which is illustrated on the following two sample pages. Each summary has eight basic sections:

- Description of the Occupation,
- Hourly Wages and Benefits,
- Supply and Demand,
- Employment Trends,
- Training and Experience,
- Education/Training of Recent Hires,
- Recruitment Methods of Recent Hires,
- and Other.

We wrote this report using descriptive statistics. We analyzed the findings to find trends in the data and each section describes the finding in terms of grouped data. In cases where data could possibly identify a single employer, the information was withheld from the report in order to avoid disclosure of any individual employer. Questions that did not receive a significant number of answers are not addressed in the report.

The sections are generally presented in the order shown on the sample pages. In some instances the sections are presented in a slightly different order to accommodate the varying lengths of the sections from occupation to occupation. Not all questions were asked of all employers. Thus, information available for one occupation may not be available for another. The report section uses the terms defined in the definition section of this report. For example, the terms, most, many, some, and few, have definitions that allow for their standard use across all occupations in the study.

Each section of the occupational summary describes a different aspect of the occupation. Although each section may be used alone, together they provide a more complete picture of each occupation. For instance, compensation is viewed in terms of salary, or both salary and benefits. Supply and demand indicators come from employment projections, and local employers, taken together, these two sections give a clearer picture on hiring activity and ease of finding qualified personnel for an occupation.

These occupational summaries are drawn from information provided by more than 300 Merced County employers between May and August of 1995. We did not survey all employers for all occupations. This report is a balance sheet, or snapshot of employment of 20 selected occupations in Merced County.

OCCUPATION TITLE

OCCUPATIONAL EMPLOYMENT STATISTIC(OES) CODE
NUMBER OF FIRMS RESPONDING TO THE SURVEY

YEAR SURVEY WAS CONDUCTED

DESCRIPTION

Each Occupational Employment Statistic (OES) code has a corresponding definition, which is printed here for reference. This definition is what employers responded to for the CCOIS study. The occupation title and definition were printed on the face of each questionnaire, and read to phone respondents to ensure a match between employers' jobs and the occupation being studied. The OES-defined occupations are broader than the occupations using the DOT codes.

DOT CODES

Representative Dictionary of Occupational Titles (DOT) codes are included here for reference. For additional information about uses of the DOT codes, see the introduction section of the [Dictionary of Occupational Titles](#).

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

This section draws directly from the Employment Development Department's Occupational Projection Tables to show forecasted growth for the period 1992 to 1998. Estimated employment level for each occupation is listed, along with growth, and separations.

Major Employing Industries (In Survey Area)

This section lists the industries that have the highest concentration of employment for the occupation. The industries listed are based on projection tables from EDD, and are not all-inclusive.

SUPPLY AND DEMAND

This section reports on the degree of difficulty employers have finding applicants, experienced and inexperienced, who meet their hiring standards. Also listed are employer responses on occupational employment levels during the last year and their expected employment levels over the next three years.

JOB SKILLS

Employers were asked to rate several occupational-specific skills as to their importance for job entry. A "0" rating is not important, while a "3" rating is "very important". The average ratings for all surveyed employers in the occupation are shown in the table, with specific skills listed on the left.

Basic job skills common to all occupations are shown in the Basic Job Skills section of this report.

OCCUPATION TITLE

OCCUPATIONAL EMPLOYMENT STATISTIC (OES) CODE
NUMBER OF FIRMS RESPONDING TO THE SURVEY

YEAR SURVEY WAS CONDUCTED

HOURLY WAGES

We show hourly wages for New hires with no experience, new hires with experience, and employees with 3 or more years with the firm. The first two figures are the hourly wage range, showing the lowest and highest wages reported by employers. The third figure is the median hourly wage. This is the wage that represents the middle of the range: there is an equal number of wages above and below this figure. We report wages for occupations with a significant union employment separately.

BENEFITS

This section shows the percentage of employers offering each benefit to full-time and part-time employees. While employers may offer many benefits, this question only reports how frequently they offer each of these benefits.

TRAINING AND EXPERIENCE

Employer requirements for work experience are reported here. If they require work experience, we report the number of months and type of experience that is most typical. If employers do not require work experience that is also noted.

Employers' training requirements and training preferences are also shown. If they require training, the number of months and type of training that is most typical is reported.

EDUCATION/TRAINING: RECENT HIRES

We asked employers what level of education their most recently hired employees had. These findings do not represent all employees: just the most recently hired ones.

RECRUITMENT METHODS: RECENT HIRES

This section reports which resources' employers primarily use when recruiting employees for this occupation. These findings do not represent all employees; just the most recently hired ones.

OTHER

Topics covered in this section include the percentage of males and female at the surveyed firms, and the promotional opportunities for employees in this occupation.

ASSESSMENT CODES

This section contains assessment codes for the surveyed occupation. These codes are for placement purposes and help define the aptitudes needed by an applicant for job placement. An explanation of these codes can be found in Appendix A.

ASSEMBLERS & FABRICATORS

- EXCEPT MACHINE, ELECTRICAL, ELECTRONIC, AND PRECISION

OES CODE 939560

14 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Assemblers and Fabricators in this category assemble and/or fit together parts to form complete units or sub-assemblies at a bench, conveyor line, or on the floor. Their work may involve the use of hand tools, power tools and special equipment in order to carry out fitting and assembly operations. Assemblers whose duties are of a nonprecision nature are included in this occupation. Electrical, Electronic, machine and precision assemblers, and workers who perform specialized operations exclusively as a part of assembly operations, such as riveting, welding, soldering, machining or sawing, are not included in this occupation.

Related DOT Titles

Title	DOT Code
Assembler	701.687-010
Assembler, Production Line	714.684-010
Furniture Assembler	763.684-038
Hand Laminator	763.684-050
Boat Riggers	806.464-010

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	636/Very large
Growth	9.5%/Much faster than average
Projected new jobs	55
Openings due to separations	51

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Metal Barrels, Drums, and Pails	3412	27.2%
Metal Doors, Sash, and Trim	3442	30.5%
Motor Vehicle Parts and Accessories		
371410.2%		
Wood Household Furniture	2511	3.3%

SUPPLY AND DEMAND

Many employers report no difficulty finding experienced applicants who meet their hiring standards, and most have no difficulty finding qualified inexperienced applicants. Many employers report growth in employment during the last year and expect growth to continue during the next three years. Most vacancies occur due to turnover and some vacancies are due to promotions and growth.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Ability to perform assembly work	2.7
Ability to use and read a tape measure	2.6
Ability to use hand tools	2.5
Ability to operate power hand tools	2.1
Ability to do arithmetic using fractions and decimals	1.6
Ability to read working drawings	1.6
Soldering skills	1.4
Ability to read blueprints	0.9

Physical

Ability to stand continuously for 2 or more hours	2.7
Good eye-hand coordination	2.6
Manual dexterity	2.4
Ability to lift at least 50 lbs. repeatedly	2.2
Possession of good coordination	1.9

Personnel or Other

Ability to perform routine, repetitive work	2.8
Ability to follow oral instructions	2.7
Ability to work independently	2.5
Willingness to work with close supervision	2.3
Possession of mechanical aptitude	2.1

Basic

Ability to read and follow instructions	2.5
Basic math skills	1.9
Ability to write legibly	1.7

ASSEMBLERS & FABRICATORS

- EXCEPT MACHINE, ELECTRICAL, ELECTRONIC, AND PRECISION

OES CODE 939560
14 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES

Union	Range	Median
New hires, no exp.	\$ 4.25 - \$ 7.58	\$ 5.92
New hires, w/exp.	\$ 4.25 - \$ 7.58	\$ 5.92
3+ years w/ firm	\$ 5.00 - \$10.00	\$ 7.50
Non-Union		
New hires, no exp.	\$ 4.25 - \$ 6.00	\$ 5.00
New hires, w/exp.	\$ 4.25 - \$10.00	\$ 5.63
3+ years w/ firm	\$ 4.45 - \$15.00	\$ 7.70

Most of the positions are full-time, with employees working 40 hours/week. Few positions are part-time, with employees working 16 to 20 hours/week. Few positions are seasonal, with employees working 40 hours/week.

BENEFITS: Some (33%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	71%	0%
Dental Insurance	43%	0%
Vision Insurance	0%	0%
Life Insurance	14%	0%
Paid Sick Leave	14%	0%
Paid Vacation	100%	0%
Retirement Plan	43%	0%
Child Care	0%	0%

Most employers pay 60% to 100% of the health care premium for full-time employees and 20% to 100% for their dependents.

TRAINING AND EXPERIENCE

Many employers never require work experience of applicants. Some always require work experience. Work experience may include 6 to 12 months as a Boat Assembler, or 12 to 24 months experience as an Assembler.

Most employers will sometimes allow training to substitute for experience. Some usually or always allow training to substitute for experience. Training may be 6 months of high school shop classes or 12 months of sheet metal training.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	70%
High school graduate/equivalent	30%
College but no Degree	0%
A.A. Degree	0%
B.A. Degree	0%

RECRUITMENT METHODS: RECENT HIRES

Employees' referrals	64%
Newspaper advertisements	29%
Hire unsolicited applicants	29%
Employment Development Department	21%
In-house promotion or transfer	7%

OTHER

Most employees are male (61%) and many are female (39%).

Most employers provide promotional opportunities into occupations such as welder/painter, lead person or supervisor. Some do not promote from this occupation.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 2
(Anything beyond short demo up to and including 30 days)

General Educational Development (GED)
Reasoning Development 2
Mathematical Development 1
Language Development 1

Aptitudes:

G -Intelligence 4	K -Motor Coordination 3
V -Verbal Aptitude 4	F -Finger Dexterity 4
N -Numerical Aptitude . . 4	M -Manual Dexterity 3
S -Spatial Aptitude 4	E -Eye/Hand/Foot Coordination 5
P -Form Perception 4	C -Color Discrimination 5
Q -Clerical Perception . . 3	

GOE Code: 06.04.22

California Occupational Guide #47

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

BILLING, COST AND RATE CLERKS

OES CODE 553440
15 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Billing, Cost, and Rate Clerks Compile data, compute fees and charges, and prepare invoices for billing purposes. Their duties also include computing costs and calculating rates for goods, services, and shipment of goods; posting data and keeping other relevant records. Their work may involve the use of typing, adding, calculating, and bookkeeping machines. Workers whose primary duty is operation of special office machines such as billing, posting, and calculating machine are not included in this occupation. Also, they do not include workers who calculate charges for passenger transportation.

Related DOT Titles	
Title	DOT Code
Insurance Clerk	214.362-022
Invoice-Control Clerk	214.362-026
Billing Clerk	214.362-042
Billing Typist	241.382-014

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	125/Medium
Growth	0.8%/Slower than average
Projected new jobs	1
Openings due to separations	25

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Local Government	9030	23.2%
Office & Clinics of Medical Doctors	8011	15.2%
Poultry Slaughtering and Processing	2015	8.8%
General Medical & Surgical Hospital	8062	8.8%

SUPPLY AND DEMAND

Many employers report no difficulty finding experienced applicants who meet their hiring standards, and some find it very difficult. Many employers have no difficulty finding qualified inexperienced applicants. Most employers report stable employment during the last year and most expect employment levels to remain stable over the next three years. In the past 12 months, many vacancies occurred due to turnover and some temporary positions were created.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Ability to follow billing procedures	3.0
Alphabetic and numeric filing skills	2.8
Record keeping skills	2.7
Telephone answering skills	2.7
Ability to write effectively	2.5
Bookkeeping skills	2.5
Ability to operate 10-key adding machine by touch	2.3
Data entry skills	2.2
Ability to type at least 45 wpm	2.1
Statistical typing skills	2.1

Physical

Ability to stand continuously for 2 or more hours	2.1
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Personnel or Other

Ability to work independently	2.8
Willingness to work with close supervision	2.5

Basic

Ability to read and follow instructions	3.0
Ability to write legibly	2.7
Oral communication skills	2.7
Basic math skills	2.4

BILLING, COST AND RATE CLERKS

OES CODE 660020
15 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES

	Range	Median
New hires, no exp.	\$ 4.25 - \$ 7.42	\$ 6.00
New hires, w/exp.	\$ 4.61 - \$ 9.00	\$ 7.00
3+ years w/ firm	\$ 4.61 - \$17.30	\$ 8.65

Most of the positions are full-time, with employees working 40 hours/week. Some positions are part-time, with employees working 20 to 30 hours/week.

BENEFITS: Most (73%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	92%	8%
Dental Insurance	67%	8%
Vision Insurance	25%	8%
Life Insurance	58%	8%
Paid Sick Leave	100%	8%
Paid Vacation	100%	8%
Retirement Plan	75%	8%
Child Care	0%	0%

Most employers pay 100% of the health care premium for full-time employees and 0% to 100% for their dependents.

TRAINING AND EXPERIENCE

Many employers usually or always require work experience of applicants. Work experience may include 7 to 12 months experience in the occupation, or 6 to 24 months as a Medical/Dental Insurance Billing Clerk, or 6 to 36 months as a Secretary/Bookkeeper.

Most employers will sometimes allow training to substitute for work experience. Employers suggest 6 months of accounting/bookkeeping course or 6 months of clerical training.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	76%
College but no Degree	24%
A.A. Degree	0%
B.A. Degree	0%

RECRUITMENT METHODS: RECENT HIRES

Newspaper advertisements	80%
Employees' referrals	27%
In-house promotion or transfer	27%
Employment Development Department	27%

OTHER

Most employees are female (80%) and some are male (20%).

Most employers provide promotional opportunities into occupation such as Finance Clerk, Officer Manager/Supervisor, and Account Clerk.

Most employers stated they seek applicants with computer knowledge. Some seek word processing and spreadsheet knowledge.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 4
(Over 3 months up to and including 6 months)

General Educational Development (GED)

Reasoning Development	4
Mathematical Development	3
Language Development	3

Aptitudes:

G -Intelligence	3	K -Motor Coordination	2
V -Verbal Aptitude	3	F -Finger Dexterity	3
N -Numerical Aptitude	3	M -Manual Dexterity	4
S -Spatial Aptitude	4	E -Eye/Hand/Foot Coordination	5
P -Form Perception	4	C -Color Discrimination	4
Q -Clerical Perception	2		

GOE Code: 06.04.23

California Occupational Guide #82

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

CHEMICAL PLANT & SYSTEM OPERATORS

OES CODE 950080
10 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Chemical Plant and Systems Operators control or operate an entire chemical process or system of machines, such as reduction pots and heated air towers, through the use of panelboards, controlboards, semi-automatic equipment, etc.

Related DOT Titles	
Title	DOT Code
Oxygen-Plant Operator	552.362-014
Chief Operator	558.260-010
Wash Operator	559.662-014

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	200/Large
Growth	3.6%/Slower than average
Projected new jobs	7
Openings due to separations	34

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Nitrogenous Fertilizers	2873	96.5%

SUPPLY AND DEMAND

Most employers report finding fully experienced and qualified applicants somewhat difficult, while some find it very difficult. Most employers respond that finding inexperienced applicants is somewhat difficult. Most employers' employment levels remained stable over the last 12 months, and most employers expect employment at their firm to grow or remain stable over the next three years. Most vacancies are a result of promotions or turnover.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Ability to follow safe equipment procedures	2.9
Ability to read monitoring equipment	2.6
Ability to maintain equipment	2.4
Ability to assess emergency situations and set priorities quickly	2.3
Ability to operate precision measuring equipment	2.1
Knowledge of chemistry	1.3
Knowledge of specialized applications software	0.8
Understanding of EPA & DOT chemical transportation regulations	0.5

Physical

Ability to tolerate chemicals	1.8
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Personnel or Other

Ability to work independently	2.9
Willingness to work nights, weekends, and holidays	2.7
Willingness to work with close supervision	1.9

Basic

Ability to read and follow instructions	2.6
Ability to write legibly	2.2
Oral communication skills	2.2
Basic math skills	2.0

CHEMICAL PLANT & SYSTEM OPERATORS

OES CODE 950080
10 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES

Union	Range	Median
New hires, no exp.	\$ 5.95 - \$12.00	\$ 8.57
New hires, w/exp.	\$ 7.90 - \$12.00	\$10.64
3+ years w/ firm	\$ 9.00 - \$15.00	\$14.67
Non-Union		
New hires, no exp.	\$ 5.00 - \$12.00	\$ 8.50
New hires, w/exp.	\$ 6.00 - \$13.00	\$ 8.00
3+ years w/ firm	\$ 7.00 - \$16.00	\$12.00

Most of the positions are full-time, with employees working 38 to 50 hours/week. Some positions are temporary or on call, with employees working 30 hours/week. Few positions are seasonal, with employees working 40 to 84 hours/week.

BENEFITS: Most (90%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	100%	11%
Dental Insurance	89%	11%
Vision Insurance	78%	11%
Life Insurance	78%	11%
Paid Sick Leave	78%	0%
Paid Vacation	100%	0%
Retirement Plan	100%	0%
Child Care	0%	0%

Most employers pay 60% to 100% of the health care premium for full-time employees and 0% to 100% for their dependents.

TRAINING AND EXPERIENCE

Many employers always require work experience of applicants. Work experience may include 12 to 36 months as a Press Operator, or 12 months experience as a Dry Cleaning Operator or General Labor.

Most employers sometimes allow training to substitute for work experience.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	100%
College but no Degree	0%
A.A. Degree	0%
B.A. Degree	0%

RECRUITMENT METHODS: RECENT HIRES

In-house promotion or transfers	50%
Hire unsolicited applicants	30%
Employment Development Department	30%
Employees' referrals	20%
Newspaper advertisement	20%

OTHER

Most employees are male (72%) and some are female (28%).

Most employers provide promotional opportunities into occupations such as Gin Managers, Press Supervisors and Line Supervisors/Managers.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 7
(Over 2 years up to and including 4 years)

General Educational Development (GED)

Reasoning Development 4

Mathematical Development 3

Language Development 4

Aptitudes:

G-Intelligence 3

V-Verbal Aptitude 3

N-Numerical Aptitude . . 3

S-Spatial Aptitude 3

P-Form Perception 3

Q-Clerical Perception . . 3

K-Motor Coordination 4

F-Finger Dexterity 4

M-Manual Dexterity 3

E-Eye/Hand/Foot Coordination 5

C-Color Discrimination 4

GOE Code: 06.01.03

California Occupational Guide #Na

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

DENTAL ASSISTANTS

OES CODE 660020
14 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Dental Assistants assist the dentist at the chair by preparing patients and equipment, keeping records, and performing related duties as required.

Related DOT Titles	
Title	DOT Code
Dental Assistant	079.361-018

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	88/Medium
Growth	8.6%/Faster than average
Projected new jobs	7
Openings due to separations	11

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Offices & Clinics of Dentist	8021	89.9%
Specialty Outpatient Clinics, NEC	8093	9.1%

SUPPLY AND DEMAND

Many employers report that finding experienced applicants who meet their hiring standards is somewhat difficult. Some have no difficulty find experienced applicants. Many employers report no difficulty finding qualified inexperienced applicants. Most employers report the same level of employment as last year, and most expect employment in the occupation to remain stable over the next three years. Some expect growth over the same period. Turnover generates most employment opportunities, some by growth.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Ability to perform or assist with dental procedures	3.0
Possession of a Radiation Safety Certificate	2.9
Knowledge of dental materials	2.8
Record keeping skills	2.3
Telephone answering skills	2.2
Understanding of coronal polishing	2.2
Possession of a Registered Dental Assistant (RDA) Certificate	2.2
Ability to write effectively	1.9
Ability to follow billing procedures	1.4
Completion of courses in biological sciences	1.4
Ability to complete and explain insurance forms	1.3
Ability to do ultrasonic scaling	0.6

Personnel or Other

Public contact skills	2.9
Ability to work independently	2.9
Good grooming skills	2.9
Willingness to work with close supervision	2.8

Basic

Ability to follow oral instructions	3.0
Oral communication skills	2.9
Ability to read and follow instructions	2.8
Ability to write legibly	2.8
Basic math skills	1.4

DENTAL ASSISTANTS

OES CODE 660020
14 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES

	Range	Median
New hires, no exp.	\$ 4.25 - \$10.00	\$ 6.83
New hires, w/exp.	\$ 4.25 - \$12.98	\$ 8.00
3+ years w/ firm	\$ 7.50 - \$16.58	\$ 9.69

Most of the positions are full-time, with employees working 28 to 40 hours/week. Some positions are part-time, with employees working 16 to 30 hours/week.

BENEFITS: Many (50%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	60%	0%
Dental Insurance	90%	20%
Vision Insurance	10%	0%
Life Insurance	10%	0%
Paid Sick Leave	80%	10%
Paid Vacation	100%	10%
Retirement Plan	70%	10%
Child Care	10%	0%

Most employers pay 60% to 100% of the health care premium for full-time employees and 0% to 100% for their dependents.

TRAINING AND EXPERIENCE

Many employers always require work experience of applicants. Many employers require certification as a Registered Dental Assistant (RDA) and possession of a X-Ray license.

Most employers sometimes allow training to substitute for work experience. Work experience may include 6 to 15 months as a Dental Assistant, or 6 to 12 months experience as an Office Manager or Receptionist.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	88%
College but no Degree	12%
A.A. Degree	0%
B.A. Degree	0%

RECRUITMENT METHODS: RECENT HIRES

Newspaper advertisements	64%
Employees' referrals	43%
Public School or Program referrals	29%
Other Dentist/Doctors referrals	14%

OTHER

Most employees are female (94%) and few are male (6%).

Some employers provide promotional opportunities into occupations such as Office Manager. Most employers do not promote from this occupation.

ADDITIONAL SOURCES OF INFORMATION

California Dental Assistants Association
5475 North Fresno Street, Suite 101-E
Fresno, CA 93710

California Board of Dental Examiners
Committee on Dental Auxiliaries
1434 Howe Avenue, Suite 84B
Sacramento, CA 95825

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 6
(Over 1 year up to and including 2 years)

General Educational Development (GED)

Reasoning Development	4
Mathematical Development	3
Language Development	4

Aptitudes:

G -Intelligence	3	K -Motor Coordination	4
V -Verbal Aptitude	3	F -Finger Dexterity	3
N -Numerical Aptitude	3	M -Manual Dexterity	3
S -Spatial Aptitude	4	E -Eye/Hand/Foot Coordination	4
P -Form Perception	3	C -Color Discrimination	4
Q -Clerical Perception	3		

GOE Code: 10.03.02

California Occupational Guide #27

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

EMPLOYMENT INTERVIEWERS

- PRIVATE OR PUBLIC EMPLOYMENT SERVICE

OES CODE 215080
7 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Employment Interviewers interview job applicants in an employment office and refer them to prospective employers for consideration. They record and evaluate various pertinent data, search application files, notify selected applicants of job openings, refer qualified applicants to prospective employers, and contact employers to verify referral results and record data.

Related DOT Titles		
Title		DOT Code
Employment Interviewers		166.267-010

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	210/Large
Growth	9.9%/Much faster than average
Projected new jobs	19
Openings due to separations	19

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Employment Agencies	7361	26.2%
Local Government	9030	71.4%

SUPPLY AND DEMAND

Most employers report that finding experienced and inexperienced applicants who meet their hiring standards is somewhat difficult. Many employers report the same level of occupational employment over the past 12 months and most expect growth during the next three years. Most vacancies occur due to turnover and some vacancies are due to both promotion and growth.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Ability to write effectively	2.8
Personnel interviewing skills	2.8
Counseling skills	2.5
Record keeping skills	2.3
Ability to apply sales techniques	2.3
Knowledge of personnel classifications procedures	2.3
Knowledge of EEO and Affirmative action programs and guidelines	2.3
Telephone sales skills	2.3
Personnel recruiting skills	2.2

Personnel or Other

Ability to work independently	3.0
Tactfulness	3.0
Possession of a reliable vehicle	2.8
Customer service skills	2.7
Willingness to work with close supervision	2.5

Basic

Ability to read and follow instructions	3.0
Oral communication skills	3.0
Ability to write legibly	2.7
Basic math skills	2.0

EMPLOYMENT INTERVIEWERS

-PRIVATE OR PUBLIC EMPLOYMENT SERVICES

OES CODE 215080
7 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES

	Range	Median
New hires, no exp.	\$ 5.50 - \$12.68	\$ 8.00
New hires, w/exp.	\$ 6.00 - \$15.00	\$ 8.89
3+ years w/ firm	\$ 9.00 - \$23.40	\$11.54

Most of the positions are full-time, with employees working 40 hours/week. Some positions are part-time, with employees working 20 hours/week. Some positions are temporary or on call, with employees working 30 to 40 hours/week.

BENEFITS: Most (100%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	86%	14%
Dental Insurance	57%	14%
Vision Insurance	43%	14%
Life Insurance	43%	0%
Paid Sick Leave	100%	14%
Paid Vacation	100%	14%
Retirement Plan	57%	14%
Child Care	0%	0%

Most employers pay 50% to 100% of the health care premium for full-time employees and 0% to 80% for their dependents.

TRAINING AND EXPERIENCE

Most employers always require work experience of applicants. Many sometimes require work experience. Work experience may include 24 months as a Job Developer, Public Relations Worker, Vocational Rehabilitation Counselor, or as an Employment Interviewer.

Most employers sometimes allow training to substitute for work experience. Many never allow training to substitute for work experience. They may require a Bachelor's Degree in Human Resources or Social Science.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	15%
College but no Degree	46%
A.A. Degree	38%
B.A. Degree	0%

RECRUITMENT METHODS: RECENT HIRES

Newspaper advertisements	71%
Employees' referrals	43%
In-house promotion or transfer	43%
Public school or program referrals	43%
Employment Development Department	43%

OTHER

Most employees are female (58%) and many are male (42%).

Most employers provide promotional opportunities into occupations such as Director of Operations, Service Supervisor, Employment Program Supervisor, and Vocational Service Specialist.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 6
(Over 1 year up to and including 2 years)

General Educational Development (GED)

Reasoning Development 5

Mathematical Development 3

Language Development 5

Aptitudes:

G-Intelligence 2

V-Verbal Aptitude 2

N-Numerical Aptitude . . . 3

S-Spatial Aptitude 4

P-Form Perception 4

Q-Clerical Perception . . . 3

K-Motor Coordination 4

F-Finger Dexterity 4

M-Manual Dexterity 4

E-Eye/Hand/Foot Coordination 5

C-Color Discrimination 5

GOE Code: 11.03.04

California Occupational Guide #38

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

FIRST LINE SUPERVISORS/MANAGERS

OF MECHANICS, INSTALLERS, AND REPAIRERS

OES CODE 810020
16 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

First Line supervisors and Manager/Supervisors directly supervise and coordinate the activities of mechanics, repairers and installers. They may also supervise helpers assigned to these workers. Managers/Supervisors are generally found in smaller establishments where they perform both supervisory and management functions, such as accounting, marketing, and personnel work. In addition, Manager/Supervisors may also engage, in part, in the same repair work as the workers they supervise. The occupation excludes work leaders who spend 20% or more of their time at tasks similar to those employees under their supervision.

Related DOT Titles	
Title	DOT Code
Maintenance Supervisor	184.167-050
Service Manager	185.164-010
Service Department Manager	187.167-142

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	248/Large
Growth	3.8%/Slower than average
Projected new jobs	9
Openings due to separations	46

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Nitrogenous Fertilizers	2873	30.2%
Federal Government	9010	11.7%
Metal Doors, Sash, and Trim	3442	7.7%
New and Used Car Dealers	5511	7.3%

SUPPLY AND DEMAND

Most employers report finding fully experienced and qualified applicants somewhat to very difficult. Some employers report no difficulty finding qualified inexperienced applicants, and some find it very difficult. Some employers report growth in employment during the last twelve months and some expect growth to continue over the next three years. Few opportunities exist for promotion to Supervisor.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Ability to follow safe equipment operating practices	3.0
Ability to plan and organize the work of others	2.9
Problem solving skills	2.9
Ability to give oral instructions	2.8
Ability to maintain shop and service records	2.7
Business math skills	2.7
Ability to explain and follow grievance procedures	2.6
Knowledge of the technical aspects of subordinates' duties	2.6
Ability to conduct performance appraisals	2.5

Personnel or Other

Ability to work independently	2.9
Ability to motivate others	2.9
Interpersonal skills	2.9
Ability to work under pressure	2.9
Ability to manage unexpected situations or circumstances	2.9
Ability to set work priorities	2.9
Customer service skills	2.9
Ability to deal effectively with difficult individuals	2.9
Ability to manage multiple priorities	2.8
Willingness to work with close supervision	2.7
Ability to manage a multicultural workforce	2.7

Basic

Ability to read and follow instructions	2.9
Oral communication skills	2.9
Ability to write legibly	2.5

FIRST LINE SUPERVISORS/MANAGERS

OF MECHANICS, INSTALLERS, AND REPAIRERS

OES CODE 810020
16 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES*

	Range	Median
New hires, no exp.	\$ 7.69 - \$15.76	\$11.53
New hires, w/exp.	\$ 6.92 - \$22.00	\$11.41
3+ years w/ firm	\$ 7.84 - \$25.00	\$14.13

* Tips or commission are not included in the hourly wage. New Hires, with no experience, do not receive commission. Some New Hires, with experience receive commission of \$100 to \$500 per month. Many employees with 3 or more years with the firm receive commission of \$100 to \$1,000.

Most of the positions are full-time, with employees working 40 to 65 hours/week.

BENEFITS: Many (94%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	94%	0%
Dental Insurance	63%	0%
Vision Insurance	44%	0%
Life Insurance	75%	0%
Paid Sick Leave	69%	0%
Paid Vacation	100%	0%
Retirement Plan	56%	0%
Child Care	0%	0%

Most employers pay 50% to 100% of the health care premium for full-time employees and 0% to 90% for their dependents.

TRAINING AND EXPERIENCE

Most employers always require work experience of applicants. Work experience may include 24 months as a Shop Foreman, 36 to 48 months as a Mechanic, 36 months as a Service Writer, or 24 months as a Supervisor of Mechanics.

Most employers sometimes allow training to substitute for experience, some never allow training to substitute for experience. Training may include the National Institute for Automotive Service Excellence (ASE) certification, smog certificate, and 6 months of course work in human resources, or 2 to 4 years of college.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	50%
College but no Degree	17%
A.A. Degree	33%
B.A. Degree	0%

RECRUITMENT METHODS: RECENT HIRES

Newspaper advertisements	50%
Employee referrals	44%
In-house promotions or transfer	44%

OTHER

Most employees are male (97%) and few are female (3%).

Some employers provide promotional opportunities into occupations such as District Service Manager, General Manager, and Assistant Service Manager. Most employers do not promote.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 6
(Over 1 year up to and including 2 years)

General Educational Development (GED)

Reasoning Development 4
Mathematical Development 3
Language Development 4

Aptitudes:

G-Intelligence 2
V-Verbal Aptitude 2
N-Numerical Aptitude . . . 3
S-Spatial Aptitude 4
P-Form Perception 4
Q-Clerical Perception . . . 3
K-Motor Coordination 4
F-Finger Dexterity 4
M-Manual Dexterity 4
E-Eye/Hand/Foot Coordination 5
C-Color Discrimination 5

GOE Code: 05.10.02

California Occupational Guide #136

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

FIRST LINE SUPERVISORS

AND MANAGER/SUPERVISORS - PRODUCTION AND OPERATING WORKERS

OES CODE 810080

14 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

First Line Supervisors and Manager/Supervisors of Production and Operating Workers directly supervise and coordinate activities of production and operating workers, such as testers, precision workers, machine setters and operators, assemblers, fabricators, or plant and system operators. Manager/Supervisors are generally found in smaller establishments where they perform both supervisory and management functions, such as accounting, marketing, and personnel work. In

addition, Manager/Supervisors may also engage, in part, in the same production work as the workers they supervise. Please do not include work leaders who spend 20% or more of their time at tasks similar to those of employees under their supervision and report them in the occupations which are most closely related to their specific work duties.

Related DOT Titles	
Title	DOT Code
Supervisor	500.131-010
Plant Supervisor	529.132-014
Production Supervisor	539.137-014

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	296/Large
Growth	5.7%/Average
Projected new jobs	16
Openings due to separations	46

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Nitrogenous Fertilizers	2873	39.9%
Metal Barrels, Drums, and Pails	3412	7.4%
Poultry Slaughtering and Processing	2015	5.7%
Metal Doors, Sash, and Trim	3442	3.7%

SUPPLY AND DEMAND

Many employers report that finding fully experienced and qualified applicants is somewhat difficult. Many employers report no difficulty finding inexperienced applicants, and many report that finding inexperienced applicants are somewhat difficult. Many employers report a stable employment level over the last twelve months, and most employers expect growth during the next three years. Some vacancies occur due to promotions. Some are due to growth.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Ability to follow safe equipment operating practices	2.9
Ability to give oral instructions	2.9
Ability to plan and organize the work of others	2.9
Problem solving skills	2.8
Ability to explain and follow grievance procedures	2.7
Knowledge of the technical aspects of subordinates' duties	2.7
Ability to write effectively	2.5
Ability to perform assembly work	1.9
Basic construction skills	1.9

Personnel or Other

Ability to work independently	2.9
Ability to motivate others	2.9
Ability to deal effectively with difficult individuals	2.9
Ability to work under pressure	2.8
Interpersonal skills	2.8
Ability to manage multiple priorities	2.8
Ability to set work priorities	2.8
Ability to manage unexpected situations or circumstances	2.7
Ability to manage a multicultural workforce	2.7
Customer service skills	2.0

Basic

Ability to read and follow instructions	2.9
Oral communication skills	2.9
Basic math skills	2.7
Ability to write legibly	2.3

FIRST LINE SUPERVISORS

AND MANAGER/SUPERVISORS - PRODUCTION AND OPERATING WORKERSOES CODE 810080
14 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES

	Range	Median
New hires, no exp.	\$ 7.90 - \$ 9.83	\$ 8.52
New hires, w/exp.	\$ 4.65 - \$14.80	\$10.25
3+ years w/ firm	\$ 5.70 - \$18.75	\$12.73

Most of the positions are full-time, with employees working 40 to 50 hours/week. Few positions are temporary or on call, with employees working 40 hours/week.

BENEFITS: Most (87%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	100%	0%
Dental Insurance	82%	0%
Vision Insurance	27%	0%
Life Insurance	27%	0%
Paid Sick Leave	64%	0%
Paid Vacation	100%	0%
Retirement Plan	64%	0%
Child Care	0%	0%

Most employers pay 50% to 100% of the health care premium for full-time employees and 15% to 100% for their dependents.

TRAINING AND EXPERIENCE

Most employers always require work experience of applicants. Work experience may include 36 months as a Plant Supervisor, 18 to 24 months as a welder/production worker, or 12 to 60 months as a Manager/Supervisor of Production.

Most employers never allow training to substitute for work experience, many sometimes allow training to substitute for work experience. Training may include a Bachelor's Degree or a certificate in welding.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	92%
College but no Degree	8%
A.A. Degree	0%
B.A. Degree	0%

RECRUITMENT METHODS: RECENT HIRES

Newspaper advertisements	43%
In-house promotion or transfer	36%
Employment Development Department	21%
Employees' referrals	14%
Public school or program referrals	14%
Private employment agencies	14%

OTHER

Most employees are male (54%) and many are female (46%).

Most employers provide promotional opportunities into occupations such as Plant Manager, General Manager, Production Manager, or Shop/Area Supervisor.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 7
(Over 2 years up to and including 4 years)

General Educational Development (GED)

Reasoning Development 4
Mathematical Development 3
Language Development 4

Aptitudes:

G-Intelligence 3 **K**-Motor Coordination 4
V-Verbal Aptitude 3 **F**-Finger Dexterity 4
N-Numerical Aptitude . . 3 **M**-Manual Dexterity 4
S-Spatial Aptitude 3 **E**-Eye/Hand/Foot Coordination 5
P-Form Perception 3 **C**-Color Discrimination 5
Q-Clerical Perception . . 3

GOE Code: 06.02.01

California Occupational Guide #Na

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

GENERAL MANAGERS & TOP EXECUTIVES

OES CODE 190050
15 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

General Managers and Top Executives include both top and mid-level managers whose duties and responsibilities are too diverse and general in nature to be classified in any functional or line area of management and administration. These managers generally work through departmental or subordinate executives. Managers of smaller establishments who typically engage in the same activities as the workers they supervise are not included in this occupation.

Related DOT Titles

Title	DOT Code
Manage, Department Store	185.117-010
Institution Director	187.117-018
Business-Enterprise Officer	188.117-014
Industrial Organization Manager	189.117-022

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	1,235/Very large
Growth	4.6%/Slower than average
Projected new jobs	54
Openings due to separations	99

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Eating Places	5812	5.2%
Grocery Stores	5411	4.5%
Brick, Stone, & Related Materials	5032	3.0%
Elementary & Secondary Schools	8211	2.8%

SUPPLY AND DEMAND

Most employers report finding fully experienced and qualified applicants very difficult. For inexperienced applicants, most employers find it somewhat difficult finding qualified applicants. Most employers report their firms employment remained stable during the last twelve months, and most employers expect a stable employment level over the next three years. Most vacancies occur due to turnover. Some occur due to growth.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Ability to give oral instructions	2.9
Ability to set work priorities	2.9
Ability to maintain good business relationships	2.9
Ability to plan and organize the work of others	2.8
Ability to analyze data to solve problems	2.8
Public contact skills	2.8
Ability to interpret data	2.8
Knowledge of business math	2.6
Ability to hire/assign personnel	2.6
Performance appraisal skills	2.5
Knowledge of financial planning	2.4
Knowledge of economic principles	2.1

Personnel or Other

Ability to motivate others	3.0
Leadership skills	2.9
Ability to take charge and handle the unexpected	2.9
Ability to work under pressure	2.9
Willingness to work nights, weekends, and holidays	2.8
Willingness to travel	1.9

Basic

Oral communication skills	2.9
Ability to write effectively	2.6

GENERAL MANAGERS & TOP EXECUTIVES

OES CODE 190050
15 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES

	Range	Median
New hires, no exp.	\$10.48 - \$22.61	\$16.55
New hires, w/exp.	\$ 7.61 - \$23.55	\$13.62
3+ years w/ firm	\$ 9.61 - \$26.92	\$15.38
Commission - Hourly		
New hires, no exp.	\$ 0.00 - \$ 0.00	\$ 0.00
New hires, w/exp.	\$ 3.84 - \$11.54	\$ 7.69
3+ years w/firm	\$ 7.69 - \$13.46	\$10.58

Most of the positions are full-time, with employees working 40 to 60 hours/week.

BENEFITS: Most (87%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	93%	NA
Dental Insurance	73%	NA
Vision Insurance	27%	NA
Life Insurance	60%	NA
Paid Sick Leave	87%	NA
Paid Vacation	87%	NA
Retirement Plan	87%	NA
Child Care	0%	NA

Most employers pay 66% to 100% of the health care premium for full-time employees and 0% to 100% for their dependents.

TRAINING AND EXPERIENCE

Most employers always require work experience of applicants. Work experience may include 12 months as a Program Manager, 24 to 60 months as a General Manager, or 24 to 60 months as a Store Manager. Some employers require as much as 10 years experience as a manager within their specified field, such as insurance or sales.

Most employers never allow training to substitute for work experience and many sometimes allow training to substitute for work experience. Training suggested by employers is a Bachelor's Degree in Business, Accounting, Social Services, or Economics.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	0%
College but no Degree	0%
A.A. Degree	0%
B.A. Degree	33%
Graduate study	67%

RECRUITMENT METHODS: RECENT HIRES

In-house promotion or transfer	47%
Employees' referrals	40%
Trade magazines	33%
Newspaper advertisement	20%

OTHER

Most employees are male (63%) and many are female (37%).

Many employers provide promotional opportunities into occupations such as Vice President of Marketing, Operating Manager, District/Regional Manager, or Superintendent.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 7
(Over 2 years up to and including 4 years)

General Educational Development (GED)

Reasoning Development	5
Mathematical Development	4
Language Development	4

Aptitudes:

G -Intelligence	2	K -Motor Coordination	4
V -Verbal Aptitude	2	F -Finger Dexterity	4
N -Numerical Aptitude	3	M -Manual Dexterity	4
S -Spatial Aptitude	3	E -Eye/Hand/Foot Coordination	5
P -Form Perception	3	C -Color Discrimination	5
Q -Clerical Perception	3		

GOE Code: 11.05.02

California Occupational Guide #242

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

KINDERGARTEN TEACHERS

OES CODE 313022
10 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Kindergarten Teachers instruct kindergarten pupils in public or private schools in elemental, physical, mental, and developmental skills. Special Education Teachers who teach only handicapped pupils and Instructional Aides or Preschool Teachers are not included in this occupation.

Related DOT Titles	
Title	DOT Code
Kindergarten Teachers	092.227-014

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	259/Large
Growth	7.9%/Faster than average
Projected new jobs	19
Openings due to separations	6

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Elementary & Secondary Schools	8211	57.1%
Social Services, NEC	8399	24.3%
Child Day Care Services	8351	18.1%

SUPPLY AND DEMAND

Most employers report no difficulty finding fully experienced or inexperienced applicants who meet their hiring standards. Most employers report a stable employment level over the last twelve months, and many expect growth over the next three years. Few vacancies occur for Kindergarten Teachers.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Classroom management skills	3.0
Oral reading skills	2.9
Possession of a state teachers' certificate	2.9
Ability to write effectively	2.9
Problem solving skills	2.9
Recording keeping skills	2.8
Artistic skills	2.6
Ability to administer emergency first aid	2.5
Ability to apply principles of recreation	2.4
Supervisory skills	2.4
Ability to operate audiovisual equipment	1.9
Musical skills	1.9

Personnel or Other

Possession of a clean police record	3.0
Ability to work independently	3.0
Ability to exercise patience	3.0
Understanding of a variety of cultures	2.9
Willingness to work with close supervision	2.8
Ability to work under pressure	2.8

Basic

Ability to read and follow instructions	3.0
Ability to write legibly	3.0
Basic math skills	2.7

KINDERGARTEN TEACHERS

OES CODE 313022
10 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES

Union	Range	Median
New hires, no exp.	\$10.00 - \$15.10	\$13.65
New hires, w/exp.	\$10.76 - \$17.50	\$15.40
3+ years w/ firm	\$11.53 - \$19.23	\$16.25
Non-Union		
New hires, no exp.	\$10.00 - \$13.73	\$12.27
New hires, w/exp.	\$10.00 - \$17.03	\$14.23
3+ years w/firm	\$11.00 - \$20.00	\$16.00

Most of the positions are full-time, with employees working 33 to 40 hours/week.

BENEFITS: Most (80%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	89%	NA
Dental Insurance	89%	NA
Vision Insurance	78%	NA
Life Insurance	11%	NA
Paid Sick Leave	100%	NA
Paid Vacation	11%	NA
Retirement Plan	78%	NA
Child Care	0%	NA

Most employers pay 90% to 100% of the health care premium for full-time employees and 90% to 100% for their dependents.

TRAINING AND EXPERIENCE

Most employers never require work experience of applicants. Some employers sometimes require work experience. Nine to twenty-four months teaching fills the requirements for work experience.

Many employers always require training of their applicants. Most employers require a Bachelor's Degree and teaching credential.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	0%
College but no Degree	0%
A.A. Degree	0%
B.A. Degree	67%
Graduate study	33%

RECRUITMENT METHODS: RECENT HIRES

Newspaper advertisements	50%
Public schools and program referrals	40%
College recruitment	20%
Employees' referral	20%
Hire unsolicited applicants	20%

OTHER

Most employees are female (97%) and few are male (3%).

Most employers provide promotional opportunities into occupations such as Administrator, Vice Principal, Head Teacher, and Counselor.

Employers were asked what new skills will be needed to perform the function of this occupation over the next three years. Many responded with bilingual skills in Spanish or Hmong. Some responded with more computer skills.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 7
(Over 2 years up to and including 4 years)

General Educational Development (GED)

Reasoning Development 5

Mathematical Development 2

Language Development 4

Aptitudes:

G-Intelligence 2

V-Verbal Aptitude 2

N-Numerical Aptitude . . . 4

S-Spatial Aptitude 4

P-Form Perception 4

Q-Clerical Perception . . . 3

K-Motor Coordination 3

F-Finger Dexterity 3

M-Manual Dexterity 3

E-Eye/Hand/Foot Coordination 3

C-Color Discrimination 3

GOE Code: 10.02.03

California Occupational Guide #10

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

MEAT, POULTRY, AND FISH CUTTERS AND

TRIMMERS - HAND

OES CODE 939380

11 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Meat, Poultry, and Fish Cutters and Trimmers, Hand, perform a wide variety of food cutting and trimming tasks, using hand tools, that require skills less than that of the precision level. Meat Boners, Carcass Splitters, Poultry Eviscerators, Fish Cleaners and Butchers, Skinners, and Stickers are included in this occupation.

Related DOT Titles

Title	DOT Code
Meat Boner	525.684-010
Butcher, Fish	525.684-014
Carcass Splitter	525.684-018
Poultry Eviscerator	525.687-074

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	448/Very large
Growth	6.9%/Faster than average
Projected new jobs	29
Openings due to separations	49

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Poultry Slaughtering & Processing	2015	100.0%

SUPPLY AND DEMAND

Many employers report finding fully experienced and qualified applicants somewhat to very difficult. Many employers report no difficulty finding inexperienced applicants. Some employers report growth in employment during the last year and many expect growth to continue over the next three years. Most employers report employment levels remained stable. Most vacancies occur due to turnover. Some are due to growth.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Ability to use hand tools	2.7
Knowledge of sanitary work environment	2.6
Knife handling skills	2.6
Ability to operate power hand tools	2.5
Understanding of meat processing methods	2.4
Understanding of butchering methods	2.3
Ability to write effectively	2.1
Understanding of boning processes	2.0
Sorting and grading skills	1.6

Physical

Ability to stand continuously for 2 or more hours	2.9
Ability to work rapidly	2.7
Ability to lift at least 40 lbs. repeatedly	2.4
Possession of good color perception	2.3

Personnel or Other

Ability to perform routine, repetitive work	2.8
Ability to work independently	2.6
Willingness to work with close supervision	2.6
Willingness to work nights, weekends, and holidays	2.5
Willingness to slaughter an animal	1.5

Basic

Oral communications skills	2.7
Ability to read and follow instructions	2.6
Ability to write legibly	2.5
Basic math skills	2.2

MEAT, POULTRY, AND FISH CUTTERS AND

TRIMMERS - HAND

OES CODE 939380
11 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES

Union	Range	Median
New hires, no exp.	\$ 6.50 - \$ 7.00	\$ 6.50
New hires, w/exp.	\$ 6.50 - \$10.00	\$ 7.00
3+ years w/firm	\$10.00 - \$16.27	\$16.00
Non-Union		
New hires, no exp.	\$ 4.25 - \$ 5.00	\$ 4.75
New hires, w/exp.	\$ 4.25 - \$16.67	\$ 6.00
3+ years w/firm	\$ 6.00 - \$18.89	\$ 8.88

Most of the positions are full-time, with employees working 40 to 45 hours/week. Some positions are part-time, with employees working 20 to 32 hours/week.

BENEFITS: Most (64%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	78%	0%
Dental Insurance	44%	0%
Vision Insurance	33%	0%
Life Insurance	33%	0%
Paid Sick Leave	67%	0%
Paid Vacation	78%	0%
Retirement Plan	56%	0%
Child Care	0%	0%

Most employers pay 50% to 100% of the health care premium for full-time employees and 0% to 100% for their dependents.

TRAINING AND EXPERIENCE

Many employers sometimes require work experience of applicants. Many always require work experience. Work experience includes 17 to 33 months as a Meat Cutter or 11 months as a Butcher.

Many employers sometimes or usually allow training to substitute for work experience. Training is 24 to 36 months as an Apprentice Meat Cutter.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	17%
High school graduate/equivalent	78%
College but no Degree	0%
A.A. Degree	0%
B.A. Degree	6%

RECRUITMENT METHODS: RECENT HIRES

Employees' referrals	45%
In-house promotion or transfer	36%
Hire unsolicited applicants	27%
Employment Development Department	27%
Private Industry Training Department	9%
Newspaper advertisement	9%
Union referrals	9%

OTHER

Most employees are male (98%) and few are female (2%).

Many employers provide promotional opportunities into occupations such as Grocery Managers and Manager/Supervisor of Meat Departments.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 1
(Anything beyond short demo up to and including 3 months)

General Educational Development (GED)

Reasoning Development 1
Mathematical Development 1
Language Development 1

Aptitudes:

G-Intelligence 4
V-Verbal Aptitude 4
N-Numerical Aptitude . . . 5
S-Spatial Aptitude 4
P-Form Perception 4
Q-Clerical Perception . . . 5
K-Motor Coordination 3
F-Finger Dexterity 3
M-Manual Dexterity 3
E-Eye/Hand/Foot Coordination 5
C-Color Discrimination 4

GOE Code: 06.04.28

California Occupational Guide #218

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

PERSONNEL, TRAINING AND LABOR

RELATIONS MANAGERS

OES CODE 130050
16 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Personnel, Training, and Labor Relations Managers plan, organize, direct, control, or coordinate the personnel, training or labor relations activities of an organization. Their work involves establishing employer-relations policies; directing the selection, training, and evaluation of employees; administering benefits, safety, and recreation programs; developing wage and salary schedules; coordinating bargaining activities; and advising on labor contract administration.

Related DOT Titles	
Title	DOT Code
Industrial Relations Director	166.117-010
Personnel Manager	166.117-018
Education & Training Manager	166.167-026
Employment Manager	166.167-030

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	56/Small
Growth	3.7%/Slower than average
Projected new jobs	2
Openings due to separations	7

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Local Government	9030	16.1%
Department Stores	5311	3.6%
Business Services, NEC	7389	3.6%
General Medical & Surgical Hospital	8062	3.6%

SUPPLY AND DEMAND

Many employers report finding fully experienced and qualified applicants is somewhat difficult. Most employers report no difficulty to little difficulty finding inexperienced applicants. Most employers' employment level remained stable over the last 12 months, and most expect employment at their firm to remain stable over the next three years. Most vacancies are a result of growth.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Ability to manage an activity or department	2.8
Understanding of employee benefit programs	2.8
Knowledge of personnel classifications procedures	2.8
Personnel recruiting skills	2.8
Ability to write effectively	2.8
Understanding of labor relations practices	2.8
Personnel interviewing skills	2.8
Ability to plan and organize the work of others	2.7
Ability to conduct performance appraisals	2.6
Ability to hire and assign personnel	2.6
Office management skills	2.6
Ability to write job specifications	2.6
Business math skills	2.6
Ability to explain and follow grievance procedures	2.6
Negotiations skills	2.4
Understanding of the collective bargaining process	2.0

Personnel or Other

Ability to work under pressure	3.0
Leadership skills	2.9
Ability to motivate others	2.9
Ability to work independently	2.9
Willingness to work nights, weekends, and holidays	2.3
Willingness to travel	1.8

Basic

Oral communication skills	2.9
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PERSONNEL, TRAINING, AND LABOR

RELATIONS MANAGERS

OES CODE 130050
16 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES

	Range	Median
New hires, no exp.	\$ 7.00 - \$15.38	\$ 9.61
New hires, w/exp.	\$ 6.00 - \$24.00	\$11.53
3+ years w/ firm	\$ 6.99 - \$24.00	\$14.66

Most of the positions are full-time, with employees working 35 to 60 hours/week.

BENEFITS: Most (100%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	100%	NA
Dental Insurance	94%	NA
Vision Insurance	44%	NA
Life Insurance	69%	NA
Paid Sick Leave	88%	NA
Paid Vacation	100%	NA
Retirement Plan	94%	NA
Child Care	0%	NA

Most employers pay 35% to 100% of the health care premium for full-time employees and 0% to 100% for their dependents.

TRAINING AND EXPERIENCE

Most employers always require work experience of applicants. Work experience may include 24 to 72 months as a Personnel Manager, 48 to 60 months as a Personnel Technician, 24 months as a Benefits Manager, or 12 months as a Training Manager.

Many employers may allow training to substitute for work experience. A Bachelor's Degree in Human Resources, Public Administration, or Business meets the required training.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	29%
College but no Degree	14%
A.A. Degree	0%
B.A. Degree	57%

RECRUITMENT METHODS: RECENT HIRES

Newspaper advertisement	44%
In-house promotion or transfer	31%
Private employment agency	25%
Trade magazine	19%

OTHER

Most employees are female (56%) and many are male (44%).

Most employers provide promotional opportunities into occupations such as Regional Director, District Manager, or Human Resource Manager.

Employers were asked what new skills will be needed to perform the function of this occupation over the next three years. Some responded with employees need to keep up with Federal and State Labor Laws and computer skills.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 8
(Over 4 years up to and including 10 years)

General Educational Development (GED)

Reasoning Development 5

Mathematical Development 5

Language Development 5

Aptitudes:

G-Intelligence 1

V-Verbal Aptitude 1

N-Numerical Aptitude . . . 2

S-Spatial Aptitude 3

P-Form Perception 3

Q-Clerical Perception . . . 3

K-Motor Coordination 4

F-Finger Dexterity 4

M-Manual Dexterity 4

E-Eye/Hand/Foot Coordination 5

C-Color Discrimination 5

GOE Code: 11.05.02

California Occupational Guide #135

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

PRESCHOOL TEACHERS

OES CODE 313021
10 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Preschool Teachers instruct preschool pupils in public or private schools in elemental, physical, mental, and developmental skills. Instructional Aides or workers whose primary function is child care are not included in this occupation.

Related DOT Titles	
Title	DOT Code
Preschool Teachers	092.227-018

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	259/Large
Growth	7.9%/Faster than average
Projected new jobs	19
Openings due to separations	6

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Elementary & Secondary Schools	8211	57.1%
Social Services, NEC	8399	24.3%
Child Day Care Services	8351	18.1%

SUPPLY AND DEMAND

Most employers report finding fully experienced and qualified applicants who meet their hiring standards is somewhat to very difficult. Most employers have no to somewhat difficulty finding inexperienced applicants. Most employers report occupational level remained stable during the last year and some expect growth to continue during the next three years. Most vacancies occur due to turnover. Some are due to growth.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Classroom management skills	3.0
Problem solving skills	2.9
Oral reading skills	2.8
Ability to administer emergency first aid	2.7
Supervisory skills	2.7
Ability to write effectively	2.6
Artistic skills	2.5
Ability to apply principles or recreation	2.4
Musical skills	2.4
Record keeping skills	1.8
Ability to operate audiovisual equipment	1.1

Personnel or Other

Possession of a clean police record	3.0
Ability to exercise patience	2.9
Understanding of a variety of cultures	2.7
Ability to work independently	2.7
Ability to work under pressure	2.7
Willingness to work with close supervision	2.7

Basic

Ability to write legibly	2.8
Ability to read and follow instructions	2.6
Basic math skills	2.2

PRESCHOOL TEACHERS

OES CODE 313021
10 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES

Union	Range	Median
New hires, no exp.	\$ 7.82 - \$ 9.95	\$ 8.89
New hires, w/exp.	\$ 7.82 - \$11.27	\$ 9.55
3+ years w/ firm	\$ 8.44 - \$11.93	\$10.19
Non-Union		
New hires, no exp.	\$ 5.00 - \$10.88	\$ 5.05
New hires, w/exp.	\$ 4.61 - \$11.68	\$ 6.00
3+ years w/firm	\$5.77 - \$13.18	\$ 8.35

Many positions are full-time, with employees working 29 to 40 hours/week. Most positions are part-time, with employees working 16 to 30 hours/week.

BENEFITS: Many (50%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	83%	17%
Dental Insurance	83%	17%
Vision Insurance	50%	17%
Life Insurance	33%	17%
Paid Sick Leave	100%	17%
Paid Vacation	67%	17%
Retirement Plan	67%	0%
Child Care	0%	0%

Most employers pay 50% to 100% of the health care premium for full-time employees and 0% to 100% for their dependents.

TRAINING AND EXPERIENCE

Most employers sometimes or usually require work experience of applicants. Work experience may include 3 to 9 months as a Preschool Teacher, 12 months as a Teacher Aide, or 6 months working with children.

Many employers sometimes allow training to substitute for work experience. Training may be 6 to 24 months of Early Childhood Education (6 to 15 units).

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	0%
College but no Degree	6%
A.A. Degree	94%
B.A. Degree	0%

RECRUITMENT METHODS: RECENT HIRES

Employees' referrals	60%
Newspaper advertisements	60%
Public school or program referrals	20%
Hire unsolicited applicants	10%

OTHER

Most employees are female (95%) and few are male (5%).

Many employers provide promotional opportunities into occupations such as Assistant Director, Training Director, or Center Supervisor.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 7
(Over 2 years up to and including 4 years)

General Educational Development (GED)

Reasoning Development	..... 4
Mathematical Development	..... 2
Language Development	..... 3

Aptitudes:

G -Intelligence	..... 2	K -Motor Coordination	..... 4
V -Verbal Aptitude	..... 2	F -Finger Dexterity	..... 4
N -Numerical Aptitude	.. 2	M -Manual Dexterity	..... 3
S -Spatial Aptitude	.... 3	E -Eye/Hand/Foot Coordination	4
P -Form Perception	.... 4	C -Color Discrimination	..... 4
Q -Clerical Perception	.. 3		

GOE Code: 10.02.03

California Occupational Guide #275

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

SOCIAL WORKERS

- EXCEPT MEDICAL AND PSYCHIATRIC

OES CODE 273050
12 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Social Workers, Except Medical and Psychiatric, counsel and aid individuals and families requiring social service assistance. Community Organization Social Workers who plan, organize and work with community groups to solve problems are included in this occupation. Workers who are primarily Medical, Psychiatric, or Chemical Dependency Social Workers are not included in this occupation.

Related DOT Titles	
Title	DOT Code
Caseworker	195.107-010
Family Caseworker	195.107-018
Social Group Worker	195.107-022
Community Organization Worker	195.167-010

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	165/Large
Growth	6.5%/Average
Projected new jobs	10
Openings due to separations	7

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
State Government	9020	6.1%
Local Government	9030	78.2%

SUPPLY AND DEMAND

Many employers report that finding fully experienced and qualified applicants who meet their hiring standards is somewhat difficult. Some employers have no difficulty to little difficulty finding inexperienced applicants. Most employers report stable employment level during the last year and many employers expect growth during the next three years. Many vacancies occur due to turnover or growth.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Ability to write effectively	3.0
Possession of a valid driver's license	2.8
Ability to interview others for information	2.7
Knowledge of protective services for children and adults	2.7
Record keeping skills	2.6
Knowledge of family social work	2.6
Vocational counseling skills	1.8
Understanding of court proceedings	1.3
Knowledge of veterans services	1.2

Personnel or Other

Understanding of a variety of cultures	2.8
Ability to handle crisis situations	2.8
Ability to work independently	2.8
Ability to apply complex rules and regulations	2.8
Possession of a clean police record	2.8
Willingness to work with close supervision	2.4
Leadership skills	2.3

Basic

Ability to read and follow instructions	3.0
Oral communication skills	2.9
Ability to write legibly	2.8
Basic math skills	2.1

SOCIAL WORKERS

- EXCEPT MEDICAL AND PSYCHIATRIC

OES CODE 273050
12 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES*

	Range	Median
New hires, no exp.	\$ 4.61 - \$13.91	\$ 7.35
New hires, w/exp.	\$ 4.84 - \$14.31	\$ 8.27
3+ years w/ firm	\$ 5.76 - \$19.58	\$ 9.69

* Wages are Union and Non-Union. **Union wages** tend to be higher for New hires with no experience. **Non-union wages** tend to be higher for New hires with experience and employees with 3 or more years at the firm.

Most of the positions are full-time, with employees working 40 to 43 hours/week. Few positions are part-time, with employees working 20 hours/week.

BENEFITS: Most (75%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	100%	9%
Dental Insurance	100%	9%
Vision Insurance	73%	9%
Life Insurance	64%	9%
Paid Sick Leave	91%	9%
Paid Vacation	91%	9%
Retirement Plan	64%	9%
Child Care	0%	0%

Most employers pay 80% to 100% of the health care premium for full-time employees and 0% to 100% for their dependents.

TRAINING AND EXPERIENCE

Many employers always require work experience of applicants. Work experience may include 6 to 24 months as a Social Worker, 12 to 20 months as a Counselor, or 24 months as a Vocational Counselor.

Most employers sometimes allow training to substitute for work experience. They may require a Bachelor's Degree in social sciences, or psychology.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	18%
College but no Degree	0%
A.A. Degree	0%
B.A. Degree	82%

RECRUITMENT METHODS: RECENT HIRES

Newspaper advertisements	75%
Public school or program referral	25%
In-house promotion or transfer	17%
Employment Development Department	17%

OTHER

Most employees are female (61%) and many are male (39%).

Most employers provide promotional opportunities into occupations such as Department Manager, Program Manager/Assistant, or General Manager.

Employers were asked what new skills will be needed to perform the function of this occupation over the next three years. Some responded with computer skills.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 7
(Over 2 years up to and including 4 years)

General Educational Development (GED)

Reasoning Development 5
Mathematical Development 3
Language Development 5

Aptitudes:

G-Intelligence 2 **K**-Motor Coordination 3
V-Verbal Aptitude 2 **F**-Finger Dexterity 3
N-Numerical Aptitude . . . 3 **M**-Manual Dexterity 4
S-Spatial Aptitude 4 **E**-Eye/Hand/Foot Coordination 5
P-Form Perception 4 **C**-Color Discrimination 5
Q-Clerical Perception . . . 2

GOE Code: 10.01.02

California Occupational Guide #122

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

SOCIAL WORKERS

- MEDICAL AND PSYCHIATRIC

OES CODE 273020
6 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Medical and Psychiatric Social Workers counsel and aid individuals and families with problems that may arise during or following the recovery from physical or mental illness by providing supportive services designed to help the persons understand, accept, and follow medical recommendations. Chemical Dependency Counselors are included in this occupation.

Related DOT Titles	
Title	DOT Code
Substance Abuse Counselor	045.107-058
Medical Social Worker	195.107-030
Psychiatric Social Worker	195.107-034

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	191/Large
Growth	5.5%/Average
Projected new jobs	10
Openings due to separations	8

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Local Government	9030	89.0%

SUPPLY AND DEMAND

Most employers report that finding fully experienced and qualified applicants who meet their hiring standards is very difficult. Most employers find it somewhat difficult to very difficult finding inexperienced applicants. Most employers report the same level of occupational employment over the past 12 months, and most expect growth over the next 3 years. Most vacancies occur due to turnover. Some are due to growth.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Ability to interview others for information	3.0
Ability to write effectively	3.0
Record keeping skills	2.8
Knowledge of protective services for children and adults	2.8
Knowledge of family social work	2.7
Ability to treat substance abuse	2.7
Possession of a valid driver's license	2.5
Psychiatric social work skills	2.5
Understanding of court proceedings	1.7
Knowledge of veterans services	1.3

Personnel or Other

Understanding of a variety of cultures	3.0
Ability to handle crisis situations	3.0
Ability to work independently	3.0
Ability to apply complex rules and regulations	2.8
Willingness to work with close supervision	2.7
Possession of a clean police record	2.3

Basic

Ability to read and follow instructions	3.0
Oral communication skills	3.0
Ability to write legibly	2.8
Basic math skills	2.3

SOCIAL WORKERS

- MEDICAL AND PSYCHIATRIC

OES CODE 273020
6 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES

	Range	Median
New hires, no exp.	\$ 8.00 - \$16.82	\$14.42
New hires, w/exp.	\$ 9.13 - \$20.00	\$15.21
3+ years w/ firm	\$11.05 - \$35.00	\$16.50

Most of the positions are full-time, with employees working 40 to 65 hours/week. Some positions are part-time, with employees working 20 to 25 hours/week.

BENEFITS: Most (67%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	100%	0%
Dental Insurance	100%	0%
Vision Insurance	100%	0%
Life Insurance	75%	0%
Paid Sick Leave	100%	0%
Paid Vacation	100%	0%
Retirement Plan	75%	0%
Child Care	0%	0%

Most employers pay 100% of the health care premium for full-time employees and 0% to 50% for their dependents.

TRAINING AND EXPERIENCE

Some employers always require work experience of applicants. Some employers sometimes require work experience. Work experience may include 18 to 36 months as a Counselor, 18 to 24 months as a Mental Health Social Worker, or 18 months as a Social Worker.

Most employers sometimes allow training to substitute for work experience. Employers recommend and/or sometimes require a Master's Degree in Social Work and a license issued by the Board of Behavioral Science Examiners (BBSE).

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	43%
College but no Degree	0%
A.A. Degree	0%
B.A. Degree	0%
Graduate Study	57%

RECRUITMENT METHODS: RECENT HIRES

Newspaper advertisement	67%
Employees' referrals	33%
Trade magazines	33%
In-house promotion or transfer	17%
Public schools or program referrals	17%

OTHER

Most employees are female (60%) and many are male (40%).

Many employers provide promotional opportunities into occupations such as Supervisor or Manager.

Employers were asked what new skills will be needed to perform the function of this occupation over the next three years. Suggested new skills are Medical/Medicare knowledge, Case Management skills, more computer knowledge, Dual Diagnosis, and Adolescent/Elderly Treatment.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 8
(Over 4 years up to and including 10 years)

General Educational Development (GED)

Reasoning Development	5
Mathematical Development	3
Language Development	5

Aptitudes:

G -Intelligence	2	K -Motor Coordination	4
V -Verbal Aptitude	2	F -Finger Dexterity	4
N -Numerical Aptitude	3	M -Manual Dexterity	4
S -Spatial Aptitude	4	E -Eye/Hand/Foot Coordination	5
P -Form Perception	4	C -Color Discrimination	5
Q -Clerical Perception	4		

GOE Code: 10.01.02

California Occupational Guide #122

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

STOCK CLERKS - SALES FLOOR

OES CODE 490210
19 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Sales Floor Stock Clerks receive, store, and issue merchandise on the sales floor, stock shelves, racks, cases, bins, and tables with merchandise, arrange displays or items to attract customers, and may periodically take physical count of stock or check and mark merchandise.

Related DOT Titles	
Title	DOT Code
Stock Clerk	299.367-014
Building Materials Sales Attendant	299.677-014

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	450/Very large
Growth	4.9%/Slower than average
Projected new jobs	21
Openings due to separations	98

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Grocery Stores	5411	63.6%
Hardware Stores	5251	6.7%
Department Stores	5311	5.3%

SUPPLY AND DEMAND

Many employers find it somewhat to very difficult finding fully experienced and qualified applicants who meet their hiring standards. Many employers report no difficulty to somewhat difficult finding inexperienced applicants. Many employers report growth in employment during the last year, and some expect growth to continue during the next three years. Many vacancies occur due to turnover. Some are from promotions and growth.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Understanding of inventory techniques	2.3
Cash handling skills	1.6
Bondable	1.3
Record keeping skills	0.9
Ability to operate a fork lift	0.5

Physical

Ability to stand continuously for 2 or more hours	2.6
Ability to lift at least 50 lbs. repeatedly	2.3

Personnel or Other

Ability to work independently	2.8
Customer service skills	2.8
Willingness to work with close supervision	2.5

Basic

Ability to follow oral instructions	2.9
Oral communication skills	2.8
Ability to read and follow instructions	2.7
Ability to write legibly	2.3
Basic math skills	2.2

STOCK CLERKS - SALES FLOOR

OES CODE 490210
19 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES

Union	Range	Median
New hires, no exp.	\$ 6.25 - \$ 7.00	\$ 6.63
New hires, w/exp.	\$ 7.00 - \$15.54	\$11.27
3+ years w/ firm	\$11.00 - \$15.54	\$13.27
Non-Union		
New hires, no exp.	\$ 4.25 - \$ 6.00	\$ 4.65
New hires, w/exp.	\$ 4.25 - \$15.50	\$ 5.25
3+ years w/firm	\$ 4.95 - \$15.50	\$ 6.50

Most of the positions are full-time, with employees working 40 hours/week. Many positions are part-time, with employees working 10 to 30 hours/week.

BENEFITS: Most (68%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	100%	31%
Dental Insurance	92%	31%
Vision Insurance	54%	31%
Life Insurance	54%	15%
Paid Sick Leave	62%	38%
Paid Vacation	100%	38%
Retirement Plan	69%	38%
Child Care	0%	0%

Employers pay 75% to 100% of the health care premium for full-time employees and 50% to 100% for their dependents.

TRAINING AND EXPERIENCE

Most employers never require work experience of applicants. Work experience may include 6 to 36 months as a Courtesy Clerk, 3 months as a Stock Clerk, or 2 months as a Cashier.

Many employers always or sometimes allow training to substitute for work experience.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	1%
High school graduate/equivalent	80%
College but no Degree	19%
A.A. Degree	0%
B.A. Degree	0%

RECRUITMENT METHODS: RECENT HIRES

Hire unsolicited applicants	53%
Employees' referrals	37%
In-house promotion or transfer	37%
Newspaper advertisement	26%
Employment Development Department	26%

OTHER

Most employees are male (64%) and many are female (36%).

Most employers provide promotional opportunities into occupations such as Cashier, Head Stock Clerk, Assistant Manager, or Department Manager.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 4
(Over 3 months up to and including 6 months)

General Educational Development (GED)

Reasoning Development	3
Mathematical Development	2
Language Development	2

Aptitudes:

G -Intelligence	3	K -Motor Coordination	3
V -Verbal Aptitude	3	F -Finger Dexterity	4
N -Numerical Aptitude	4	M -Manual Dexterity	3
S -Spatial Aptitude	4	E -Eye/Hand/Foot Coordination	5
P -Form Perception	4	C -Color Discrimination	5
Q -Clerical Perception	3		

GOE Code: 05.09.01

California Occupational Guide #74

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

TEACHERS - ELEMENTARY SCHOOL

OES CODE 313050
10 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Elementary School Teachers teach elementary (kindergarten through eighth grade) pupils in public or private schools basic academic, social, and other formative skills. Special Education Teachers who teach only students with disabilities are not included in this occupation.

Related DOT Titles	
Title	DOT Code
Elementary School Teacher	092.227-010
Physical Education Instructor	099.224-010

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	1,190/Very large
Growth	7.3%/Faster than average
Projected new jobs	81
Openings due to separations	113

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Elementary & Secondary Schools	8211	99.8%

SUPPLY AND DEMAND

Many employers report it is somewhat difficult finding fully experienced and qualified applicants who meet their hiring standards, while many have no difficulty. Many employers have no difficulty finding inexperienced applicants, while many find it somewhat difficult. Many employers report growth in occupational employment during the last 12 months, and many expect growth to continue during the next three years. Most vacancies occur due to both turnover and temporary positions. Some vacancies are due to growth.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Classroom management skills	3.0
Possession of state teachers' certificate	3.0
Ability to write effectively	2.9
Problems solving skills	2.9
Record keeping skills	2.7
Supervisory skills	2.4
Ability to administer emergency first aid	2.3
Audiovisual teaching skills	2.2
Artistic skills	2.2
Musical skills	1.6
Knowledge of algebra	1.6

Personnel or Other

Possession of a clean police record	3.0
Ability to work independently	3.0
Ability to exercise patience	3.0
Understanding of variety of cultures	2.9
Willingness to work with close supervision	2.8
Ability to work under pressure	2.8

Basic

Ability to read and follow instructions	3.0
Ability to write legibly	3.0

TEACHERS - ELEMENTARY SCHOOL

OES CODE 313050
10 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES*

	Range	Median
New hires, no exp.	\$10.00 - \$15.10	\$13.24
New hires, w/exp.	\$11.53 - \$17.50	\$14.71
3+ years w/ firm	\$11.53 - \$19.23	\$16.46

*Union wages tend to be at the top of the wage range.

Most of the positions are full-time, with employees working 33 to 40 hours/week. Few positions are part-time, with employees working 25 hours/week.

BENEFITS: Most (100%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	100%	0%
Dental Insurance	100%	0%
Vision Insurance	100%	0%
Life Insurance	10%	0%
Paid Sick Leave	100%	0%
Paid Vacation	10%	0%
Retirement Plan	90%	10%
Child Care	0%	0%

Most employers pay 90% to 100% of the health care premium for full-time employees and 90% to 100% for their dependents.

TRAINING AND EXPERIENCE

Most employers never require work experience of applicants. Some sometimes require work experience. Work experience cited by employers is 16 months experience as an Elementary School Teacher.

Many employers always allow training to substitute for work experience. A Bachelor's Degree with teaching credentials meets the required training.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	0%
College but no Degree	0%
A.A. Degree	0%
B.A. Degree	67%
Graduate Study	33%

RECRUITMENT METHODS: RECENT HIRES

Public Schools or program referrals	80%
Newspaper advertisements	70%
Hire unsolicited applicants	10%
Employment Development Department	10%

OTHER

Most employees are female (71%) and some are male (29%).

Most employers provide promotional opportunities into occupations such as Vice Principal, Administrator, Counselor, or Head Teacher.

Employers were asked what new skills will be needed to perform the function of this occupation over the next three years. Many responded with bilingual skills and more computer skills.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 7
(Over 2 years up to and including 4 years)

General Educational Development (GED)

Reasoning Development 5

Mathematical Development 4

Language Development 5

Aptitudes:

G-Intelligence 2

V-Verbal Aptitude 2

N-Numerical Aptitude . . . 3

S-Spatial Aptitude 4

P-Form Perception 4

Q-Clerical Perception . . . 2

K-Motor Coordination 4

F-Finger Dexterity 4

M-Manual Dexterity 4

E-Eye/Hand/Foot Coordination 5

C-Color Discrimination 5

GOE Code: 11.02.01

California Occupational Guide #10

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

TRAFFIC, SHIPPING, AND

RECEIVING CLERKS

OES CODE 580280
16 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Traffic, Shipping, and Receiving Clerks verify and keep records on incoming and outgoing shipments and prepare items for shipment. Duties include assembling, addressing, stamping, and shipping merchandise or material; receiving, unpacking, verifying, and recording incoming merchandise or material; and arranging for the transportation of products. Stock Clerks and workers whose primary duties involve weighing and checking are not included in this occupation.

Related DOT Titles		
Title		DOT Code
Traffic Clerk		214.587-014
Shipping & Receiving Clerk		222.387-050
Shipping Checker		222.687-030
Incoming-Freight Clerk		248.362-010

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	331/Very large
Growth	3.1%/Slower than average
Projected new jobs	10
Openings due to separations	24

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
U.S. Postal Service	4311	22.7%
Commercial Printing, NEC	2759	7.3%
Metal Household Furniture	2514	5.7%
Grocery Stores	5411	3.9%

SUPPLY AND DEMAND

Most employers report that finding fully experienced and qualified applicants who meet their hiring standards is somewhat difficult. Many employers report finding inexperienced applicants little to somewhat difficult. Most employers report stable employment level during the last year, and most expect growth over the next three years. Many vacancies occur due to turnover. Many are from promotions.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Record keeping skills	2.6
Understanding of inventory techniques	2.5
Ability to write effectively	2.5
Ability to operate a fork lift	2.3
Ability to use the U.S. & private parcel post service	2.1
Ability to plan and organize the work of others	2.1
Possession of a valid drivers' license	1.9
Ability to type at least 30 wpm	1.1

Physical

Ability to stand continuously for 2 or more hours	2.3
Ability to lift a least 60 lbs. repeatedly	2.1

Personnel or Other

Ability to work independently	2.9
Ability to work under pressure	2.6
Willingness to work with close supervision	2.3

Basic

Ability to read and follow instructions	2.9
Ability to write legibly	2.6
Basic math skills	2.5
Oral communication skills	2.4

TRAFFIC, SHIPPING, AND

RECEIVING CLERKS

OES CODE 580280
16 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES*

	Range	Median
New hires, no exp.	\$ 4.25 - \$ 9.00	\$ 5.00
New hires, w/exp.	\$ 4.50 - \$10.50	\$ 6.00
3+ years w/ firm	\$ 6.00 - \$14.50	\$ 8.00

* Union wages tend to be at the top of the wage range.

Most of the positions are full-time, with employees working 35 to 60 hours/week. Many positions are part-time, with employees working 20 to 30 hours/week.

BENEFITS: Most (73%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	92%	8%
Dental Insurance	62%	8%
Vision Insurance	31%	0%
Life Insurance	77%	8%
Paid Sick Leave	69%	8%
Paid Vacation	85%	8%
Retirement Plan	85%	15%
Child Care	0%	0%

Most employers pay 50% to 100% of the health care premium for full-time employees and 0% to 100% for their dependents.

TRAINING AND EXPERIENCE

Many employers sometimes or always require work experience of applicants. Work experience may include 6 to 12 months as a Shipping/Receiving Clerk, 36 months as a Cashier or Stock Clerk, or 6 months of accounting experience. Many never require work experience.

Most employers will sometimes allow training to substitute for work experience. Employers did not respond to the type of required training for this occupation.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	93%
College but no Degree	7%
A.A. Degree	0%
B.A. Degree	0%

RECRUITMENT METHODS: RECENT HIRES

Newspaper advertisements	31%
Employees' referrals	25%
In-house promotion or transfer	25%
Employment Development Department	25%

OTHER

Some employees are female (35%) and most are male (65%).

Most employers provide promotional opportunities into occupations such as Head Clerk, Department Manager, Inventory Control Supervisor, or Shipping Supervisor.

Employers were asked what new skills will be needed to perform the function of this occupation over the next three years. Most responded with more computer skills or knowledge of computerized inventory.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 5
(Over 6 months up to and including 1 year)

General Educational Development (GED)

Reasoning Development 3
Mathematical Development 3
Language Development 2

Aptitudes:

G-Intelligence 3
V-Verbal Aptitude 3
N-Numerical Aptitude . . 3
S-Spatial Aptitude 3
P-Form Perception 3
Q-Clerical Perception . . 3
K-Motor Coordination 4
F-Finger Dexterity 4
M-Manual Dexterity 3
E-Eye/Hand/Foot Coordination 5
C-Color Discrimination 5

GOE Code: 05.09.01

California Occupational Guide #63

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

TRUCK DRIVERS

- HEAVY OR TRACTOR TRAILER

OES CODE 971020
16 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Heavy or Tractor trailer Truck Drivers drive tractor-trailer combinations or trucks with a capacity of more than three tons to transport and deliver goods, livestock, or materials in liquid, loose or packaged form. They may be required to unload trucks.

Related DOT Titles

Title	DOT Code
Concrete-Mixing-Truck Driver	900.683-010
Tank-Truck Driver	903.683-018
Tractor-Trailer-Truck Driver	904.383-010
Heavy Truck Driver	905.663-014

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	998/Very large
Growth	8.8%/Faster than average
Projected new jobs	81
Openings due to separations	146

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Local Trucking, Without Storage	4212	20.8%
Trucking, Except Local	4213	17.9%
Grocery Stores	5411	12.2%
Poultry Slaughtering & Processing	2015	11.9%

SUPPLY AND DEMAND

Many employers report finding fully experienced and qualified applicants who meet their hiring standards somewhat to very difficult. Most employers have little difficulty finding inexperienced applicants. Many employers report growth in employment level during the last 12 months, and many expect growth to continue during the next 3 years. Many vacancies occur due to turnover, and many are due to growth.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Possession of a valid Class A driver's license	3.0
Ability to read invoices	2.8
Map reading skills	2.4
Ability to drive trucks long distance	2.4
Knowledge of local streets	2.4
Record keeping skills	2.4
Ability to load and unload freight	2.3
Ability to meet ICC requirements	2.1
Automotive maintenance and minor repair skills	1.6
Possession of a valid Class B driver's license	1.5
Ability to operate a fork lift	0.9

Physical

Ability to pass a pre-employment medical examination	3.0
Ability to lift at least 75 lbs. Repeatedly	2.4

Personnel or Other

Ability to work independently	2.9
Possession of a good DMV driving record	2.8

Basic

Ability to read and follow instructions	2.9
Oral communication skills	2.6
Ability to write legibly	2.4
Basic math skills	2.3

TRUCK DRIVERS

- HEAVY OR TRACTOR TRAILER

OES CODE 971020
16 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES*

	Range	Median
New hires, no exp.	\$ 5.71 - \$10.00	\$ 8.88
New hires, w/exp.	\$ 5.71 - \$14.15	\$ 9.00
3+ years w/ firm	\$ 6.66 - \$15.55	\$11.69

* Union wages tend to be at the higher end of wage range.

Most of the positions are full-time, with employees working 40 to 70 hours/week. Few positions are part-time, with employees working 20 to 25 hours/week.

BENEFITS: Most (75%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	92%	0%
Dental Insurance	62%	0%
Vision Insurance	54%	0%
Life Insurance	77%	0%
Paid Sick Leave	54%	0%
Paid Vacation	92%	0%
Retirement Plan	77%	0%
Child Care	0%	0%

Most employers pay 80% to 100% of the health care premium for full-time employees and 0% to 80% for their dependents.

TRAINING AND EXPERIENCE

Most employers always require work experience of applicants. Work experience may include 6 to 24 months as a Heavy Truck Driver, 24 to 36 month as a Forklift driver, or 36 months as a Warehouseman.

Most employers sometimes allow training to substitute for work experience. Training may be 2 to 6 months Truck Driving School, a Hazardous Material Certificate, and a Class A/B drivers' license.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	100%
College but no Degree	0%
A.A. Degree	0%
B.A. Degree	0%

RECRUITMENT METHODS: RECENT HIRES

Employees' referrals	50%
Newspaper advertisements	31%
Hire unsolicited applicants	25%
Employment Development Department	19%
In-house promotion or transfer	19%

OTHER

Few employees are female (1%) and most are male (99%).

Some employers provide promotional opportunities into occupations such as Maintenance Foreman, Dispatcher, or Transportation/Warehouse Supervisor.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 4
(Over 3 months up to and including 6 months)

General Educational Development (GED)

Reasoning Development 3
Mathematical Development 2
Language Development 3

Aptitudes:

G-Intelligence 3
V-Verbal Aptitude 4
N-Numerical Aptitude . . . 4
S-Spatial Aptitude 2
P-Form Perception 3
Q-Clerical Perception . . . 3

K-Motor Coordination 3
F-Finger Dexterity 4
M-Manual Dexterity 3
E-Eye/Hand/Foot Coordination 3
C-Color Discrimination 4

GOE Code: 05.08.01

California Occupational Guide #255

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

TRUCK DRIVERS, LIGHT

- INCLUDE DELIVERY AND ROUTE DRIVERS

OES CODE 971050
16 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Light Truck drivers, including Delivery and Route Workers, drive vehicles with a capacity under 3 tons. They deliver or pick up merchandise and may load and unload trucks. Workers whose duties include sales are not included in this occupation.

Related DOT Titles	
Title	DOT Code
Food-Service Driver	906.683-010
Light Truck Driver	906.683-022
Driver	913.663-018

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	574/Very large
Growth	7.7%/Faster than average
Projected new jobs	41
Openings due to separations	6

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Motor Vehicle Parts & Accessories	3714	12.5%
Local Trucking, Without Storage	4212	11.0%
Eating Places	5812	9.1%
Trucking, Except Local	4213	8.5%

SUPPLY AND DEMAND

Most employers find it somewhat to very difficult to find fully experienced and qualified applicants who meet their hiring standards, and many have somewhat to very difficult time finding inexperienced applicants. Most employers report a stable employment level during the last year, and most expect growth during the next 3 years. Many vacancies occur due to turnover. Some are due to growth or temporary/seasonal position.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Ability to load and unload freight	2.9
Map reading skills	2.8
Ability to read invoices	2.8
Knowledge of local streets	2.5
Possession of a valid Class A driver's license	2.3
Record keeping skills	2.1
Ability to operate a fork lift	1.4
Possession of a Class B driver's license	1.0

Physical

Ability to lift at least 75 lbs. repeatedly	2.4
Ability to pass a pre-employment medical examination	1.9

Personnel or Other

Possession of a good DMV driving record	2.9
Ability to work independently	2.8

Basic

Ability to read and follow instructions	2.8
Oral communication skills	2.6
Basic math skills	2.4
Ability to write legibly	2.3

TRUCK DRIVERS, LIGHT

- INCLUDE DELIVERY AND ROUTE WORKERS

OES CODE 971050
16 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES

	Range	Median
New hires, no exp.	\$ 4.25 - \$10.09	\$ 5.90
New hires, w/exp.	\$ 4.25 - \$10.38	\$ 6.72
3+ years w/ firm	\$ 5.00 - \$12.10	\$ 8.00

Most of the positions are full-time, with employees working 40 to 45 hours/week. Many positions are part-time, with employees working 20 to 30 hours/week.

BENEFITS: Most (75%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	92%	8%
Dental Insurance	54%	8%
Vision Insurance	31%	8%
Life Insurance	69%	8%
Paid Sick Leave	54%	8%
Paid Vacation	100%	8%
Retirement Plan	54%	8%
Child Care	0%	0%

Most employers pay 25% to 100% of the health care premium for full-time employees and 0% to 100% for their dependents.

TRAINING AND EXPERIENCE

Many employers never require work experience of applicants. Some employers sometimes or always require experience. Work experience may include 6 to 12 months as a Truck Driver, 3 months as a Forklift Driver, 12 months as a Customer Service Representative, or 12 months as a Delivery Person.

Most employers sometimes or usually allow training to substitute for work experience. Training may be a Truck Driving Certificate and a valid drivers' license.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	60%
College but no Degree	40%
A.A. Degree	0%
B.A. Degree	0%

RECRUITMENT METHODS: RECENT HIRES

Newspaper advertisements	63%
Employees' referrals	38%
Private employment agencies	19%
In-house promotion or transfer	19%
Employment Development Department	19%

OTHER

Few employees are female (5%) and most are male (95%).

Most employers provide promotional opportunities into occupations such as Operation Manager, Warehouse Supervisor, Route Salesperson, or Salesperson/Customer Service Representative.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 3
(Over 30 days up to and including 3 months)

General Educational Development (GED)

Reasoning Development 3
Mathematical Development 2
Language Development 2

Aptitudes:

G-Intelligence 3
V-Verbal Aptitude 4
N-Numerical Aptitude . . 4
S-Spatial Aptitude 3
P-Form Perception 4
Q-Clerical Perception . . 5
K-Motor Coordination 3
F-Finger Dexterity 4
M-Manual Dexterity 3
E-Eye/Hand/Foot Coordination 3
C-Color Discrimination 4

GOE Code: 05.08.01

California Occupational Guide #255

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

WELDERS AND CUTTERS

OES CODE 939140
15 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

DESCRIPTION

Welders and Cutters use flamecutting, hand, arc, and gas welding equipment, and gas torches, to weld together metal components of such products as pipelines, automobiles, boilers, and ships, or join together components of fabricated sheet metal assemblies, or cut, trim, or scarf metal objects to dimensions as specified by layout, work orders, or blueprints.

Related DOT Titles	
Title	DOT Code
Arc Welder	810.384-014
Welder-Fitter	819.361-010
Welder-Assembler	819.381-010
Combination Welder	819.384-010

EMPLOYMENT TRENDS

Occupational Forecast 1992-1998 (EDD/LMID Projection of Employment)

Size, 1998	198/Large
Growth	11.9%/Much faster than average
Projected new jobs	21
Openings due to separations	26

Major Employing Industries (In Survey Area)

Industry	SIC	Percent
Farm Machinery & Equipment	3523	54.5%
Repair Services, NEC	7699	15.7%
Truck & Bus Bodies	3713	7.6%

SUPPLY AND DEMAND

Most employers report it is very difficult finding fully experienced and qualified who meet their hiring standards. Some employers have somewhat to a very difficult time finding inexperienced applicants. Many employers report growth in employment level during the last 12 months, and most expect stable employment level during the next 3 years. Many vacancies occur due to growth, some are from turnover, and some are from temporary positions.

JOB SKILLS

These occupation-specific skills were rated by employers as to their importance for job entry. A "3.0 to 2.0" rating is "very important", "1.9 to 1.0" rating is "moderately important", and "0.9 to 0.0" rating is "not important".

Technical

Ability to read working drawings	2.6
Arc welding skills	2.4
Ability to use precision tools	2.3
Ability to pass a work performance test	2.2
Gas welding skills	2.1
Ability to read blueprints	2.0
Ability to operate inspection equipment	1.8
Certified structural welder	0.9
Certified pressure vessel and pipe welder	0.6

Physical

Ability to stand continuously for 2 or more hours	2.7
Ability to work in awkward positions	2.3
Ability to work from ladders and scaffolds	1.6

Personnel or Other

Ability to work independently	2.9
Possession of mechanical aptitude	2.6
Willingness to work with close supervision	2.4

Basic

Ability to read and follow instructions	2.7
Basic math skills	2.3
Oral communication skills	2.3
Ability to write legibly	2.1

WELDERS AND CUTTERS

OES CODE 939140
15 FIRMS RESPONDED

SURVEY CONDUCTED: 1995

HOURLY WAGES

	Range	Median
New hires, no exp.	\$ 4.25 - \$ 7.50	\$ 5.50
New hires, w/exp.	\$ 6.00 - \$ 9.00	\$ 7.00
3+ years w/ firm	\$ 9.00 - \$12.00	\$10.00

Most of the positions are full-time, with employees working 40 to 60 hours/week. Few positions are part-time, with employees working 20 to 32 hours/week. Few are temporary or seasonal with employees working 40 hours/week.

BENEFITS: Most (53%) employers offer fringe benefits to their employees. The percentages below reflect employers that offer benefits to full-time and part-time employees.

	Full-time	Part-time
Medical Insurance	70%	0%
Dental Insurance	10%	0%
Vision Insurance	0%	0%
Life Insurance	40%	0%
Paid Sick Leave	20%	0%
Paid Vacation	80%	0%
Retirement Plan	20%	0%
Child Care	0%	0%

Most employers pay 50% to 100% of the health care premium for full-time employees and 0% to 100% for their dependents.

TRAINING AND EXPERIENCE

Many employers usually or always require work experience of applicants. Work experience may include 12 to 18 months as a Welder/Cutter, 12 months as a MIG Welder, or 24 months as a Fabricator.

Most employers will sometimes allow training to substitute for work experience. Six to twelve months training as a Welder plus a Welding Certificate is the required training.

EDUCATION/TRAINING: RECENT HIRES

Less than high school	0%
High school graduate/equivalent	100%
College but no Degree	0%
A.A. Degree	0%
B.A. Degree	0%

RECRUITMENT METHODS: RECENT HIRES

Employees' referrals	60%
Newspaper advertisements	53%
Hire unsolicited applicants	27%
Employment Development Department	27%

OTHER

Most employees are male (100%) and few are female (0%).

Many employers provide promotional opportunities into occupations such as Leadman, Shop Foreman, or Purchasing Manager.

ASSESSMENT CODES

Specific Vocational Preparation (SVP): 5
(Over 6 months up to and including 1 year)

General Educational Development (GED)

Reasoning Development 4
Mathematical Development 4
Language Development 3

Aptitudes:

G-Intelligence 3
V-Verbal Aptitude 4
N-Numerical Aptitude . . 4
S-Spatial Aptitude 3
P-Form Perception 3
Q-Clerical Perception . . 4
K-Motor Coordination 3
F-Finger Dexterity 3
M-Manual Dexterity 3
E-Eye/Hand/Foot Coordination 5
C-Color Discrimination 4

GOE Code: 05.05.06

California Occupational Guide #84

MOST = MORE THAN 50% OF RESPONDING EMPLOYERS. MANY = 36% - 50% OF RESPONDING EMPLOYERS
SOME = 10% - 35% OF RESPONDING EMPLOYERS. FEW = LESS THAN 10% OF RESPONDING EMPLOYERS

APPENDIX A

Guide for Occupational Exploration (GOE)

Specific Vocational Preparation (SVP)

Aptitudes

Scale of General Education Development (GED)

APPENDIX A

Guide for Occupational Exploration (GOE)

Many youths and other jobseekers are unprepared for an effective job search because of a lack of knowledge about the kinds of jobs to look for. They have difficulty relating their interest, skills, and potentials to appropriate occupations. To be effective, vocational counselors must have sufficient information to match an individual's interest, temperaments, potential ability and other personal traits to specific career fields and work requirements.

The U.S. Employment service designed the Guide of Occupational Exploration to provide career counselors and other *Dictionary of Occupational Titles* users with additional information about the interests, aptitudes, entry level preparation and other traits required for successful performance in various occupations. The GOE is also useful in self-assessment and counselor-assisted settings to help people understand themselves realistically regarding their ability to meet job requirements. Descriptive information provided for each work group assist the individual in evaluating his or her own interests and relating them to pertinent fields of work.

The GOE code assigned to a definition provides a link between the occupation defined and the GOE arrangement of occupations with similar interests, aptitudes, adaptability requirements, and other descriptors.

The GOE coding structure classifies jobs at three levels of consideration. The first level divides occupations according to twelve interest areas corresponding to interest factors identified through research conducted by the former Division of Testing in the U.S. Employment Service. They define the interest factors, identified by a two-digit code, in terms of broad interest requirements of occupations as well as vocational interests of individuals. The twelve interest areas are defined as follows:

01	Artistic	05	Mechanical	09	Accommodating
02	Scientific	06	Industrial	10	Humanitarian
03	Plants-Animals	07	Business Detail	11	Leading-Influencing
04	Protective	08	Selling	12	Physical Performing

The interest areas are then subdivided into work groups (the second set of two digit within the six-digit GOE code). Each work group contains occupations requiring similar worker traits and capabilities in related work settings. The GOE contains descriptive information for each work group and identifies each occupation in the group with a four-digit code and title. In many interest areas, occupations that require the most education, training, and experience are in the first group, while those requiring less formal education or experience are listed in the last group.

Work groups are then subdivided into subgroups (the third two-digit set in the GOE code) of occupations with even more homogeneous interests, aptitudes, and adaptability requirements. Each subgroup is identified by its unique six-digit code and title. Individual occupations are listed alphabetically within subgroups. Some subgroups contain occupations from more than one industry, listed within alphabetized industries.

Specific Vocational Preparation (SVP)

Specific Vocational Preparation is defined as the amount of lapsed time required by a typical worker to learn the techniques, acquire the information, and develop the facility needed for average performance in a specific job-worker situation.

This training may be acquired in a school, work, military, institutional, or vocational environment. It does not include the orientation time required of a fully qualified worker to become accustomed to the special conditions of any new job. Specific vocational training includes: vocational education, apprenticeship training, in-plant training, on-the-job training, and essential experience in other jobs.

The following is an explanation of the various levels of specific vocational preparation:

Level Time

- 1** Short demonstration only
- 2** Anything beyond short demonstration up to and including 1 month
- 3** Over 1 month up to and including 3 months
- 4** Over 3 months up to and including 6 months
- 5** Over 6 months up to and including 1 year
- 6** Over 1 year up to and including 2 years
- 7** Over 2 years up to and including 4 years
- 8** Over 4 years up to and including 10 years
- 9** Over 10 years

Note: The levels of this scale are mutually exclusive and do not overlap.

APPENDIX A (Cont)

Aptitudes

Aptitudes are the specific capacities or abilities required of an individual in order to facilitate the learning of some task or job duty. The following are the definitions of the ten aptitudes:

G - Intelligence: General Learning Ability. The ability to “catch on” or understand instruction and underlying principles; the ability to reason and make judgments. General learning ability is closely related to doing well in school.

V - Verbal Aptitude: The ability to understand the meaning of words and use them effectively; the ability to comprehend language, to understand relationships between words and to understand meanings of whole sentences and paragraphs.

N - Numerical Aptitude: The ability to perform arithmetic operations quickly and accurately.

S - Spatial Aptitude: Ability to think visually of geometric forms and to comprehend the two-dimensional representation of three-dimensional objects. The ability to recognize the relationships resulting from the movements of objects in space.

P - Form Perception: Ability to perceive pertinent detail in objects in pictorial or graphic material. Ability to make visual comparisons and discriminations and see slight differences in shapes and shadings of figures and widths and lengths of lines.

Q - Clerical Perception: Ability to perceive pertinent detail in verbal and tabular material. Ability to observe differences in copy, to proofread words and numbers, and to avoid perceptual errors in arithmetic computation. A measure of speed of perception which is required in many industrial jobs even when the job does not have verbal or numerical content.

K - Motor Coordination: Ability to coordinate eyes and hands or fingers rapidly and accurately in making precise movements with speed. Ability to make a movement response accurately and swiftly.

F - Finger Dexterity: Ability to move finger, and manipulate small objects with fingers, rapidly or accurately.

M - Manual Dexterity: Ability to move hands easily and skillfully. Ability to work with hands in placing and turning motions.

E - Eye-Hand-Foot Coordination: Ability to move the hand and foot coordinately with each other in accordance with visual stimuli.

C - Color Discrimination: The ability to match or discriminate between colors in terms of hue, saturation, and brilliance. To identify color or color combination from memory and be able to perceive harmonious or contrasting color combinations.

APPENDIX A (Cont)

Scale of General Education Development (GED)

LEVEL	REASONING DEV.	MATHEMATICAL DEV.	LANGUAGE DEV.
6	Apply principles of logical or scientific thinking to a wide range of intellectual and practical problems. Deal with nonverbal symbolism (formulas, scientific equations, graphs, musical notes, etc.) in its most concrete variables. Apprehend the most abstruse classes of concepts	<p>Advanced Calculus: Work with limits, continuity, real number systems, mean value theorems, and implicit functions theorems.</p> <p>Modern Algebra: Apply fundamental concepts of theories of groups, rings, and fields. Work with differential equations, linear algebra, infinite series, advanced operations methods, and functions of real and complex variables.</p> <p>Statistics: Work with mathematical statistics, mathematical probability and applications, experimental design, statistical inference, and econometrics.</p>	<p>Reading: Reading literature, book and play reviews, scientific and technical journals, abstracts, financial reports and legal documents.</p> <p>Writing: Write novels, plays, editorials, journals, speeches, manuals, critiques, poetry, and songs.</p> <p>Speaking: Conversant in the theory, principles, and methods of effective and persuasive speaking, voice and diction, phonetics, discussion and debate.</p>
5	Apply principles of logical or scientific thinking to define problems, collect data, establish facts, and draw valid conclusions. Interpret an extensive variety of diagrammatic form. Deal with several abstract and concrete variables.	<p>Algebra: Work with exponents and logarithms, linear equations, quadratic equations, mathematical induction and binomial theorems, and permutations.</p> <p>Calculus: Apply concepts of analytic geometry, differentiations and integration of algebraic functions with applications.</p> <p>Statistics: Apply mathematical operations to frequency distributions, reliability and validity of tests, normal curve, analysis of variance, correlation techniques, chi-square application and sampling theory, and factor analysis.</p>	Same as level 6.
4	Apply principles of rational systems to solve practical problems and deal with a variety of concrete variables in situations where only limited standardization exists. Interpret a variety of instructions furnished in written, oral diagrammatic, or schedule form.	<p>Algebra: Deal with system of real numbers; linear, quadratic, rational, exponential, logarithmic, angle and circular functions, and inverse functions; related algebraic solution of equations and inequalities; limits and continuity, and probability and statistical inference.</p> <p>Geometry: Deductive axiomatic geometry, plane and solid; and rectangular coordinates.</p> <p>Shop Math: Practical applications of fractions, percentages, ratio and proportion, mensuration, logarithms, slide rule, practical algebra, geometric construction, and essentials of trigonometry.</p>	<p>Reading: Read novels, poems, newspapers, periodicals, journals, manuals, dictionaries, thesauruses, and encyclopedias.</p> <p>Writing: Prepare business letters, expositions, summaries, and reports, using prescribed format and conforming to all rules of punctuation, grammar, diction, and style.</p> <p>Speaking: Participate in panel discussions, dramatizations, and debates. Speak extemporaneously on a variety of subjects.</p>

APPENDIX A (Cont)

Scale of General Education Development - GED (Cont)

LEVEL	REASONING DEV.	MATHEMATICAL DEV.	LANGUAGE DEV.
3	Apply commonsense understanding to carry out instructions furnished in written, oral, or diagrammatic form. Deal with problems involving several concrete variables in or from standardized situations	<p>Compute discount, interest, profit and loss: commission, markup, and selling price; ratio and proportion, and percentage. Calculate surfaces, volumes, weights, and measure</p> <p>Algebra: Calculate variables and formulas; monomials and polynomials; ratio and proportion variables; and square roots and radicals.</p> <p>Geometry: Calculate plane and solid figures; circumference, area, and volume. Understand kinds of angles, and properties of pairs of angles.</p>	<p>Reading: Read a variety of novels, magazines, atlases, and encyclopedias.</p> <p>Writing: Write reports and essays with proper format, punctuation, spelling, and grammar, using all parts of speech.</p> <p>Speaking: Speak before an audience with poise, voice control, and confidence, using correct English and well-modulated voice.</p>
2	Apply commonsense understanding to carry out detailed but uninvolved written or oral instructions. Deal with problems involving a few concrete variables in or from standardized situations.	<p>Add, subtract, multiply, and divide all units of measure. Perform the four operations with like common and decimal fractions. Compute ratio, rate, and percent. Draw and interpret bar graphs. Perform arithmetic operations involving all American monetary units.</p>	<p>Reading: Passive vocabulary of 5,000-6,000 words. Read at rate of 190-215 words per minute. Read adventure stories and comic books, looking up unfamiliar words in dictionary for meaning, spelling, and pronunciation. Read instructions for assembling model cars and airplanes.</p> <p>Writing: Write compound and complex sentences, using cursive style, proper end punctuation, and employing adjectives and adverbs.</p> <p>Speaking: Speak clearly and distinctly with appropriate pauses and emphasis, correct pronunciation, variations in word order, using present, perfect, and future tenses.</p>
1	Apply commonsense understanding to carry out simple or one- or two-step instructions. Deal with standardized situations with occasional or no variables in or from these situations encountered on the job.	<p>Add and subtract two digit numbers. Multiply and divide 10's by 2, 3, 4, 5. Perform the four basic arithmetic operations with coins as part of a dollar. Perform operations with units such as cup, pint, and quart; inch, foot, and yard; and ounce and pound.</p>	<p>Reading: Recognize meaning of 2,500 (two- or three-syllable) words. Read at a rate of 95-120 words per minute. Compare similarities and differences between words and between series of numbers.</p> <p>Writing: Print simple sentences containing subject, verb, and object, and series of numbers, names, and addresses.</p> <p>Speaking: Speak simple sentences, using normal word order, and present and past tenses.</p>

APPENDIX B

**Merced County Labor Market Information
1990 - 1995 Surveyed Occupations**

**MERCED COUNTY LABOR MARKET INFORMATION
1990 - 1995 SURVEYED OCCUPATIONS**

YEAR OF STUDY	OCCUPATIONAL TITLE	OES CODE	WAGE RANGE (Non-Union)									BENEFITS
			NEW HIRES NO EXPERIENCE			NEW HIRES - EXPERIENCED			3+ YEARS WITH FIRM			
			LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	FULL-TIME EMPLOYEE S
1993	Accountants& Auditors	211140	\$7.00	\$12.25	\$10.05	\$8.25	\$12.75	\$11.54	\$9.30	\$17.50	\$13.00	VSRML
1991	Agricultural Product Inspectors	830080	\$4.25	\$7.50	\$4.38	\$4.25	\$7.50	\$4.75	\$4.25	\$9.00	\$5.00	
1991	Agricultural Sales Workers	490080	\$4.25	\$12.02	\$6.98	\$5.00	\$17.31	\$10.37	\$6.50	\$19.32	\$13.46	VSRMDL
1995	Assemblers & Fabricators	939560	\$4.25	\$6.00	\$5.00	\$4.25	\$10.00	\$5.63	\$4.25	\$15.00	\$7.70	VM
1991	Auto Body & Related Repairers	853050	\$4.25	\$6.94	\$5.00	\$4.50	\$11.00	\$7.00	\$7.00	\$15.00	\$12.00	VM
1993	Automotive Mechanics	853020	\$5.00	\$10.00	\$7.50	\$6.50	\$15.00	\$8.50	\$10.00	\$18.00	\$12.50	VM
1992	Bakers - Bread & Pastry	650210	\$4.25	\$6.04	\$4.25	\$4.25	\$8.45	\$4.75	\$5.25	\$9.53	\$7.25	VSRMDEL
1995	Billing, Cost, & Rate Clerks	553440	\$4.25	\$7.42	\$6.00	\$4.61	\$9.00	\$7.00	\$4.61	\$17.30	\$8.65	VSRMDL
1993	Bookkeeping & Accounting Clerks	553380	\$5.00	\$9.00	\$6.01	\$6.50	\$10.00	\$8.07	\$8.00	\$13.25	\$10.96	VSRM
1993	Bus & Truck Mechanics (Diesel)	853110	\$7.00	\$11.25	\$8.00	\$8.00	\$15.00	\$9.50	\$9.50	\$18.00	\$11.00	VM
1992	Bus Drivers - School	971110	\$6.45	\$9.21	\$8.37	\$7.17	\$10.50	\$8.76	\$8.20	\$12.00	\$9.48	VSRMDE
1991	Butchers & Meat Cutters	650230	\$4.25	\$6.50	\$5.00	\$4.50	\$10.00	\$6.25	\$6.00	\$12.00	\$8.58	VM
1993	Carpenters	871020	\$5.00	\$8.00	\$6.00	\$7.00	\$12.00	\$8.00	\$10.00	\$15.00	\$12.00	
1993	Cashiers	490230	\$4.25	\$6.00	\$5.25	\$4.25	\$6.50	\$5.50	\$4.75	\$11.75	\$7.80	VSRMDEL
1995	Chemical Plant & System Operators	950080	\$5.00	\$12.00	\$8.50	\$6.00	\$13.00	\$8.00	\$7.00	\$16.00	\$12.00	VSRMDEL
1992	Child Care Workers	680380	\$4.25	\$5.31	\$4.25	\$4.25	\$5.97	\$5.00	\$5.00	\$8.00	\$6.00	V
1994	Compliance Officers & Enforcement Insp.	680380	\$10.85	16.75	13.52	\$10.85	\$20.00	\$15.59	\$12.55	\$25.00	\$18.10	VSRMDEL
		Benefits Offered by 50% or More of the Surveyed Employers for Full-time Employees				V = Paid Vacation S = Sick Leave R = Retirement		M = Medical Ins. D = Dental Ins. E = Vision Ins.		L = Life Ins.		

**MERCED COUNTY LABOR MARKET INFORMATION
1990 - 1995 SURVEYED OCCUPATIONS**

YEAR OF STUDY	OCCUPATIONAL TITLE	OES CODE	WAGE RANGE (Non-union)									BENEFITS
			NEW HIRES NO EXPERIENCE			NEW HIRES - EXPERIENCED			3+ YEARS WITH FIRM			
			LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	FULL-TIME EMPLOYEE S
1994	Computer Operators	560110	\$5.00	\$12.00	\$7.00	\$5.50	\$12.00	\$8.13	\$6.00	\$19.23	\$12.25	VSRMDL
1992	Cooks - Institutional or Cafeteria	650280	\$4.65	\$8.91	\$6.48	\$4.83	\$9.58	\$6.96	\$5.57	\$9.58	\$7.44	VSRMDEL
1992	Cooks - Restaurant	650260	\$4.25	\$6.00	\$4.38	\$4.25	\$6.50	\$4.96	\$4.90	\$9.00	\$6.77	VM
1990	Cooks - Specialty Fast Food	650320	\$4.25	\$5.75	\$4.25	\$4.25	\$5.75	\$4.30	\$4.25	\$6.75	\$4.88	
1994	Correction Officers & Jailers	630170	\$12.05	\$12.05	\$12.05	\$12.50	\$12.50	\$12.50	\$13.78	\$13.78	\$13.78	VSRMDEL
1994	Cost Estimators	219020	\$4.25	\$14.42	\$6.46	\$5.50	\$19.23	\$13.84	\$6.00	\$28.85	\$17.00	VM
1990	Counter & Rental Clerks	490170	\$4.25	\$6.00	\$4.25	\$4.25	\$6.00	\$4.38	\$4.25	\$7.80	\$5.00	
1994	Customer Service Representatives	553350	\$5.00	\$10.38	\$6.59	\$5.00	\$12.50	\$8.00	\$5.00	\$19.50	\$10.00	VSRMDL
1991	Dairy Herders	780140	\$5.50	\$8.08	\$6.35	\$5.50	\$11.54	\$8.55	\$5.77	\$13.85	\$9.90	VM
1991	Dairy Milkers	780110	\$4.25	\$8.08	\$5.89	\$4.33	\$11.54	\$6.84	\$5.00	\$12.00	\$7.78	M
1994	Dairy Processing Equipment Operators	929320	\$5.00	\$9.80	\$7.71	\$6.43	\$10.96	\$8.25	\$6.92	\$13.00	\$9.63	VSM
1994	Data Entry Keyers - Except Composing	560170	\$4.25	\$8.93	\$5.80	\$4.50	\$9.93	\$6.38	\$5.00	\$12.00	\$7.75	VSRMDEL
1994	Data Processing Equipment Repairers	857050	\$4.50	\$9.23	\$6.00	\$6.00	\$9.80	\$8.00	\$8.00	\$17.31	\$10.30	VSM
1990	Dental Assistants	660020	\$4.25	\$10.00	\$6.83	\$4.25	\$12.98	\$8.00	\$7.50	\$16.58	\$9.69	VSRMD
1992	Dental Hygienists	329080	\$22.22	\$35.00	\$24.62	\$22.22	\$37.50	\$24.62	\$23.00	\$37.50	\$25.00	V
1992	Drafters	225140	\$5.00	\$10.89	\$8.00	\$6.39	\$11.97	\$10.00	\$8.27	\$13.16	\$12.22	VSRMDEL
1994	Electricians	872020	\$5.00	\$13.46	\$7.00	\$6.00	\$21.63	\$10.50	\$8.00	\$21.63	\$13.79	VSRMDEL
		Benefits Offered by 50% or More of the Surveyed Employers for Full-time Employees				V = Paid Vacation S = Sick Leave R = Retirement		M = Medical Ins. D = Dental Ins. E = Vision Ins.		L = Life Ins.		

**MERCED COUNTY LABOR MARKET INFORMATION
1990 - 1995 SURVEYED OCCUPATIONS**

YEAR OF STUDY	OCCUPATIONAL TITLE	OES CODE	WAGE RANGE (Non-union)									BENEFITS
			NEW HIRES NO EXPERIENCE			NEW HIRES - EXPERIENCED			3+ YEARS WITH FIRM			
			LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	FULL-TIME EMPLOYEE S
1995	Employment Interviewers	215080	\$5.50	\$12.68	\$8.00	\$6.00	\$15.00	\$8.89	\$9.00	\$23.40	\$11.54	VSRMD
1991	Farm Equipment Mechanics	853210	\$4.25	\$9.25	\$5.00	\$4.50	\$12.00	\$6.00	\$4.98	\$14.00	\$7.00	VMD
1993	File Clerk	553210	\$4.25	\$6.25	\$49.60	\$5.00	\$6.25	\$5.58	\$6.00	\$9.00	\$7.00	VSRMDL
1992	First Line Supervisors/Mgrs - Clerical	510020	\$4.25	\$13.20	\$7.85	\$6.00	\$13.20	\$8.91	\$6.90	\$15.29	\$10.73	VSRMDEL
1995	First Line Supervisors/Mgrs - Mechanics	810020	\$7.69	\$15.76	\$11.53	\$6.92	\$22.00	\$11.41	\$7.84	\$25.00	\$14.13	VSRMDL
1995	First Line Supervisor/Mgrs - Production	810080	\$7.90	\$9.83	\$8.52	\$4.65	\$14.80	\$10.25	\$5.70	\$18.75	\$12.73	VSRMD
1992	First Line Supervisors/Mgrs - Sales	410020	\$4.25	\$10.00	\$5.99	\$4.25	\$12.00	\$6.97	\$5.00	\$17.23	\$8.37	VSRMDEL
1992	Food Preparation Workers	650380	\$4.25	\$5.84	\$4.25	\$4.25	\$6.50	\$4.30	\$4.25	\$8.00	\$5.00	VSMD
1994	Food Service Managers	150261	\$4.25	\$6.41	\$4.88	\$4.25	\$11.53	\$5.61	\$4.70	\$13.41	\$7.35	VSRMDEL
1993	Gardeners & Groundskeepers	790140	\$5.00	\$10.00	\$7.74	\$5.00	\$10.00	\$8.26	\$7.00	\$10.75	\$9.37	VSRMDE
1994	General Farm Workers	798550	\$4.25	\$7.40	\$4.50	\$4.25	\$7.40	\$5.00	\$4.25	\$8.40	\$5.63	VMDL
1995	General Managers & Top Executives	190050	\$10.48	\$22.61	\$16.55	\$7.61	\$23.55	\$13.62	\$9.61	\$26.92	\$15.38	VSRMDL
1993	General Office Clerks	553470	\$5.00	\$8.25	\$6.49	\$5.50	\$9.25	\$7.50	\$6.00	\$13.00	\$9.25	VSRMDEL
1994	Guards & Watch Guards	630470	\$4.25	\$8.80	\$5.13	\$4.75	\$8.80	\$5.75	\$5.50	\$9.71	\$7.38	VSRMDEL
1993	Heating, AC, & Refrigeration Mechanics	859020	\$5.00	\$7.00	\$6.00	\$7.00	\$13.00	\$8.72	\$10.00	\$14.50	\$12.00	VML
1994	Home Appliance & Power Tool Repairers	857111	\$4.25	\$6.00	\$5.13	\$5.00	\$9.00	\$8.00	\$7.00	\$15.00	\$10.00	VSM
1992	Home Health Care Workers	660110	\$4.65	\$7.50	\$4.75	\$4.65	\$7.50	\$5.00	\$5.62	\$8.26	\$5.80	V
		Benefits Offered by 50% or More of the Surveyed Employers for Full-time Employees				V = Paid Vacation S = Sick Leave R = Retirement		M = Medical Ins. D = Dental Ins. E = Vision Ins.		L = Life Ins.		

**MERCED COUNTY LABOR MARKET INFORMATION
1990 - 1995 SURVEYED OCCUPATIONS**

YEAR OF STUDY	OCCUPATIONAL TITLE	OES CODE	WAGE RANGE (Non-union)									BENEFITS
			NEW HIRES NO EXPERIENCE			NEW HIRES - EXPERIENCED			3+ YEARS WITH FIRM			
			LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	FULL-TIME EMPLOYEE S
1991	Industrial Truck/Tractor Operators	979470	\$4.25	\$10.64	\$6.42	\$4.25	\$12.16	\$6.48	\$4.25	\$12.16	\$9.25	VSMD
1993	Instructional Aides	315211	\$4.25	\$7.25	\$6.32	\$5.00	\$7.50	\$6.46	\$5.75	\$9.00	\$7.44	VSMDE
1993	Insurance Claims Clerks	533110	\$5.25	\$8.00	\$6.00	\$5.50	\$10.00	\$6.73	\$6.50	\$12.00	\$8.40	VSMD
1990	Insurance Policy Processing Clerks	533140	\$4.75	\$7.75	\$5.78	\$5.75	\$9.00	\$6.73	\$6.25	\$12.50	\$8.41	VSMD
1994	Janitors & Cleaners	670050	\$4.25	\$6.48	\$5.00	\$4.50	\$7.00	\$5.50	\$5.50	\$10.73	\$6.50	VSRMDL
1995	Kindergarten Teachers	313022	\$10.00	\$13.73	\$12.27	\$10.00	\$17.03	\$14.23	\$11.00	\$20.00	\$16.00	SRMDE
1991	Legal Secretaries	551020	\$5.00	\$8.65	\$6.92	\$5.00	\$10.38	\$7.66	\$6.92	\$15.00	\$9.66	VSM
1993	Licensed Vocational Nurses	325050	\$8.00	\$12.00	\$10.13	\$9.25	\$12.12	\$10.77	\$10.00	\$13.23	\$12.00	VSRMDL
1991	Livestock/Poultry Farmworkers	780080	\$4.25	\$7.50	\$5.00	\$4.25	\$10.00	\$5.25	\$5.00	\$12.00	\$6.80	
1993	Loan & Credit Clerks	531210	\$5.75	\$9.50	\$7.25	\$6.00	\$10.50	\$8.00	\$7.00	\$14.50	\$9.50	VSRMDL
1992	Machinery Maintenance Mechanics	851100	\$13.55	\$15.79	\$14.67	\$13.55	\$15.79	\$14.67	\$14.66	\$16.79	\$15.71	VSRMDEL
1991	Maids & Housekeeping Cleaners	670020	\$4.25	\$5.94	\$4.25	\$4.25	\$6.24	\$4.38	\$5.00	\$7.00	\$5.50	
1993	Maintenance Repairers	851320	\$5.50	\$11.00	\$8.79	\$6.50	\$12.00	\$9.15	\$7.50	\$13.75	\$10.88	VSRMDE
1991	Meat, Poultry, and Fish Cutters - Hand	939380	\$4.25	\$5.00	\$4.75	\$4.25	\$16.67	\$6.00	\$6.00	\$18.89	\$8.88	VSRM
1992	Medical & Clinical Laboratory Tech.	329020	\$5.00	\$18.00	\$10.29	\$6.00	\$18.41	\$13.58	\$7.67	\$23.00	\$15.05	VSRMDL
1994	Medical Assistants	660050	\$5.00	\$6.50	\$6.00	\$5.00	\$7.50	\$6.92	\$6.00	\$10.00	\$8.00	VSRMDL
1993	Medical Record Technicians	329110	\$5.00	\$8.00	\$6.39	\$6.00	\$7.25	\$7.00	\$6.75	\$12.75	\$8.05	VSRMDEL
		Benefits Offered by 50% or More of the Surveyed Employers for Full-time Employees				V = Paid Vacation S = Sick Leave R = Retirement		M = Medical Ins. D = Dental Ins. E = Vision Ins.		L = Life Ins.		

**MERCED COUNTY LABOR MARKET INFORMATION
1990 - 1995 SURVEYED OCCUPATIONS**

YEAR OF STUDY	OCCUPATIONAL TITLE	OES CODE	WAGE RANGE (Non-union)									BENEFITS
			NEW HIRES NO EXPERIENCE			NEW HIRES - EXPERIENCED			3+ YEARS WITH FIRM			
			LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	FULL-TIME EMPLOYEE S
1992	Medical Secretary	551050	\$4.25	\$8.40	\$5.03	\$4.75	\$10.00	\$5.63	\$5.81	\$12.15	\$7.75	VSRM
1992	Metal Fabricators, Structural Metal Prods.	917140	\$4.25	\$8.00	\$6.00	\$5.00	\$10.50	\$6.00	\$7.00	\$15.00	\$9.75	VRM
1991	Nursery Workers	790050	\$7.25	\$10.00	\$4.25	\$4.25	\$10.00	\$4.63	\$4.25	\$12.50	\$6.50	
1993	Nurses Aides, Orderlies, & Attendants	660080	\$4.80	\$6.50	\$5.13	\$5.00	\$7.00	\$5.33	\$5.25	\$7.75	\$6.18	VSM
1993	Occupational Therapists	323050	\$25.00	\$35.00	\$35.00	\$28.00	\$35.00	\$35.00	\$30.00	\$35.00	\$35.00	VS
1994	Office Machine & Cash Register Servicers	859260	\$4.25	\$8.65	\$6.92	\$5.77	\$9.80	\$7.21	\$8.00	\$17.00	\$10.31	VSM
1994	Opticians - Dispensing & Measuring	325140	\$4.25	\$6.00	\$5.38	\$5.00	\$8.65	\$6.25	\$7.00	\$11.56	\$8.00	VSRE
1991	Orchard/Vineyard Farmworkers	780050	\$4.25	\$7.25	\$4.25	\$4.25	\$7.80	\$4.75	\$4.25	\$7.80	\$5.00	
1990	Order Fillers, Wholesale & Retail	580260	\$4.25	\$5.77	\$4.50	\$4.25	\$6.00	\$5.00	\$4.75	\$12.50	\$7.00	VM
1992	Packaging & Filling Machine Operators	926740	\$4.25	\$8.00	\$5.83	\$4.25	\$9.00	\$6.07	\$5.00	\$14.00	\$8.22	VSMDEL
1991	Personnel Clerks	553140	\$4.25	\$9.47	\$7.00	\$4.25	\$9.47	\$7.14	\$6.00	\$12.50	\$8.40	VSRMDEL
1995	Personnel, Training, and Labor Rel. Mgrs.	130050	\$7.00	\$15.38	\$9.61	\$6.00	\$24.00	\$11.53	\$6.99	\$24.00	\$14.66	VSRMDL
1994	Pharmacy Technicians	325181	\$5.50	\$10.00	\$8.00	\$6.70	\$17.00	\$8.75	\$7.25	\$20.00	\$10.75	VSRMDEL
1993	Physical Therapists	323080	\$14.50	\$25.00	\$18.75	\$15.50	\$30.00	\$21.71	\$16.50	\$38.00	\$24.91	VSM
1993	Physical Therapists Aides	660172	\$4.50	\$8.00	\$5.59	\$5.00	\$9.00	\$6.00	\$5.75	\$11.00	\$7.50	VSM
1993	Physical Therapy Assistants	660171	\$6.00	\$15.00	\$13.55	\$7.00	\$18.00	\$14.05	\$9.00	\$21.00	\$15.70	VSRMD
1991	Plant Maintenance Mechanics	851190	\$4.25	\$12.00	\$6.74	\$4.25	\$12.00	\$8.04	\$5.77	\$14.00	\$9.63	
		Benefits Offered by 50% or More of the Surveyed Employers for Full-time Employees				V = Paid Vacation S = Sick Leave R = Retirement		M = Medical Ins. D = Dental Ins. E = Vision Ins.		L = Life Ins.		

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			NEW HIRES NO EXPERIENCE			NEW HIRES - EXPERIENCED			3+ YEARS WITH FIRM			
			LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	FULL-TIME EMPLOYEE S
1994	Plasterers & Stucco Masons	873170	\$6.00	\$6.00	\$6.00	\$6.20	\$15.00	\$9.50	\$9.00	\$20.00	\$14.25	
1994	Police Patrol Officers	630140	\$12.50	\$13.07	\$12.79	\$12.50	\$13.07	\$12.79	\$13.78	\$15.02	\$14.40	VSRMDEL
1995	Preschool Teachers	313021	\$5.00	\$10.88	\$5.05	\$4.61	\$11.68	\$6.00	\$5.77	\$13.18	\$8.35	VSRMDE
1992	Production Inspectors	830050	\$4.25	\$6.50	\$4.63	\$4.25	\$8.10	\$5.75	\$6.00	\$8.60	\$7.04	VSRMDEL
1992	Production, Planning & Expediting Clerks	580080	\$4.25	\$9.70	\$6.90	\$5.00	\$9.81	\$7.00	\$6.00	\$11.70	\$9.25	VSRMDEL
1993	Radiologic Technologists - Diagnostic	329210	\$5.00	\$13.00	\$10.75	\$6.00	\$15.00	\$12.00	\$6.00	\$21.00	\$14.75	VSRMDL
1993	Receptionists & Information Clerks	553050	\$5.00	\$7.00	\$5.81	\$5.50	\$8.00	\$6.38	\$6.00	\$9.25	\$7.25	VSM
1992	Registered Nurses	325020	\$10.00	\$20.00	\$14.50	\$11.00	\$21.00	\$15.64	\$11.00	\$23.00	\$16.52	VSRMDEL
1993	Respiratory Care Practitioners	323020	\$10.00	\$14.00	\$11.06	\$11.25	\$14.50	\$12.53	\$11.50	\$18.25	\$14.89	VSRMDEL
1994	Salesperson - Retail	490112	\$4.25	\$11.18	\$4.25	\$4.25	\$11.80	\$4.71	\$4.25	\$18.46	\$5.35	VSRMDEL
1992	Secretaries, General	551080	\$4.50	\$9.81	\$7.50	\$5.00	\$9.81	\$8.00	\$6.00	\$11.70	\$9.17	VSRMDEL
1992	Sheet Metal Workers	891320	\$4.50	\$8.00	\$6.00	\$6.00	\$12.00	\$8.23	\$9.00	\$16.00	\$11.00	VRML
1995	Social Workers - Except Med. & Psy.	273050	\$4.61	\$13.91	\$7.35	\$4.84	\$14.31	\$8.27	\$5.76	\$19.58	\$9.69	VSRMDEL
1995	Social Workers - Med. & Psy.	273020	\$8.00	\$16.82	\$14.42	\$9.13	\$20.00	\$15.21	\$11.05	\$35.00	\$16.50	VSRMDEL
1995	Stock Clerks - Sales Floor	490210	\$4.25	\$6.00	\$4.65	\$4.25	\$15.50	\$5.25	\$4.95	\$15.50	\$6.50	VSRMDEL
1992	Stock Clerks - Stockroom/Warehouse	580230	\$4.25	\$8.23	\$5.00	\$4.25	\$8.23	\$5.50	\$5.54	\$9.07	\$6.72	VSRMDEL
1990	Teacher Aides, Paraprofessional	315210	\$4.25	\$14.06	\$6.25	\$4.25	\$15.51	\$6.30	\$5.50	\$17.09	\$7.05	SMDE
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			LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	LOW	HIGH	MEDIAN	FULL-TIME EMPLOYEE S
1995	Teachers - Elementary Schools	313050	\$10.00	\$15.10	\$13.24	\$11.53	\$17.50	\$14.71	\$11.53	\$19.23	\$16.46	SRMDE
1991	Tellers	531020	\$4.91	\$7.50	\$6.15	\$4.91	\$10.38	\$6.78	\$6.92	\$11.54	\$7.50	VSRMDE
1994	Title Searchers	283080	\$5.00	\$8.65	\$7.21	\$5.20	\$10.38	\$7.81	\$6.34	\$12.11	\$10.01	VSRMDEL
1995	Traffic, Shipping, & Receiving Clerks	580280	\$4.25	\$9.00	\$5.00	\$4.50	\$10.50	\$6.00	\$6.00	\$14.50	\$8.00	VSRMDL
1995	Truck Drivers, Heavy	971020	\$5.71	\$10.00	\$8.88	\$5.71	\$14.15	\$9.00	\$6.66	\$15.55	\$11.69	VSRMDEL
1995	Truck Drivers, Light	917050	\$4.25	\$10.09	\$5.90	\$4.25	\$10.78	\$6.72	\$5.00	\$12.10	\$8.00	VSRMDL
1991	Vegetable/Field Crop Farmworkers	780020	\$4.25	\$5.25	\$4.25	\$4.25	\$6.02	\$4.50	\$4.25	\$6.48	\$5.00	
1990	Waiters & Waitresses	650080	\$4.25	\$6.15	\$4.25	\$4.25	\$6.15	\$4.25	\$4.25	\$10.00	\$4.25	
1994	Water/Liquid Waste Treatment Operators	950020	\$7.50	\$12.69	\$8.65	\$7.50	\$16.73	\$9.81	\$9.00	\$17.88	\$12.00	VSRMDE
1995	Welders & Cutters	939140	\$4.25	\$7.50	\$5.50	\$6.00	\$9.00	\$7.00	\$9.00	\$12.00	\$10.00	VM
1992	Wholesale & Retail Buyers - Except Farm	213020	\$4.25	\$9.30	\$5.41	\$4.25	\$11.63	\$7.14	\$6.50	\$14.54	\$9.11	VM
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